

# A03914 • New York

Establishes criteria for the use of automated employment decision tools; provides for enforcement for violations of such criteria.

Introduced

Risk: High

Comprehensive

Last Action (Jan 07, 2026): referred to labor

## Summary

The bill proposes criteria for using automated employment decision tools in New York, but specific requirements and enforcement details need verification from the bill text.

## Business Impact

If you use automated employment decision tools in New York, you must comply with established criteria by the enforcement date or face penalties.

## Key Provisions

- The bill proposes criteria for automated employment decision tools.
- Verification needed for claims about bias audits and transparency.
- Enforcement mechanisms and penalties require confirmation from the bill text.

## Compliance Checklist

- Conduct annual disparate impact analysis | Who: Employers using automated employment decision tools | Penalty: Potential legal action for non-compliance
- Make summary of disparate impact analysis publicly available | Who: Employers and employment agencies | Penalty: Potential legal action for non-compliance
- Provide summary of analysis to the department | Who: Employers using automated employment decision tools | Penalty: Potential legal action for non-compliance

## Industries Affected

Employment Services

Employment

Human Resources

Technology

# Topics

AI in Employment

## Bill Sponsors

Name	Party	Role
CROUCH		Primary
WEPRIN		Primary
BURKE		Primary
FALL		Cosponsor
William Colton	Democratic	Primary
Linda Rosenthal	Democratic	Cosponsor
Al Taylor	Democratic	Cosponsor
Jo Anne Simon	Democratic	Cosponsor
Vivian Cook	Democratic	Cosponsor
Deborah Glick	Democratic	Cosponsor
Jonathan Rivera		Cosponsor
Charles Lavine	Democratic	Cosponsor

## Related Bills

- A09314 (NY)
- A00567 (NY)
- S04394 (NY)
- S05641 (NY)
- A07244 (NY)

## Official Source

<https://www.nysenate.gov/legislation/bills/2025/A3914>

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