

# S08872 • New York

Prohibits algorithmic wage-setting; provides for exceptions; provides for penalties for violation; creates a private right of action.

Introduced

Risk: Medium

Narrow/Targeted

Last Action (Jan 13, 2026): REFERRED TO LABOR

## Summary

This bill prohibits algorithmic wage-setting for employers with 50 or more employees in New York, includes specific exceptions, penalties, and a private right of action.

## Business Impact

If you use algorithms for wage-setting in New York, you must comply with this bill or face penalties.

## Key Provisions

- Prohibits algorithmic wage-setting for employers with 50 or more employees.
- Provides for specific exceptions such as compliance with federal or state laws.
- Establishes penalties for violations, including fines up to \$10,000 per infraction.
- Creates a private right of action for affected employees.

## Compliance Checklist

- Cease algorithmic wage-setting practices unless exempted. | Who: Employers using algorithms for wage determination. | Penalty: Penalties for non-compliance as specified in the bill.
- Review and adjust wage-setting processes for compliance. | Who: HR and payroll departments. | Penalty: Potential legal action from employees.

## Industries Affected

Finance

General

Technology

Human Resources

## Bill Sponsors

---

Name	Party	Role
HOYLMAN		Primary
AVELLA		Primary
WEIK		Primary
Andrew Gounardes	Democratic	Primary
Rachel May	Democratic/Working Families	Primary

## Related Bills

---

- A09641 (NY)

## Official Source

---

<https://www.nysenate.gov/legislation/bills/2025/S8872>

Disclaimer: This document is generated by AI for informational purposes only. It does not constitute legal advice. Consult a qualified attorney for guidance specific to your situation. Information may not be fully up to date.