

A09641 • New York

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

Introduced

Risk: Medium

Comprehensive

Last Action (Jan 21, 2026): referred to labor

Summary

Prohibits algorithmic wage-setting; details on exceptions, penalties, and private right of action are speculative pending full text review.

Business Impact

If you use AI for wage-setting in NY, you must comply with new rules or face penalties.

Key Provisions

- Prohibits algorithmic wage-setting
- Details on exceptions speculative pending full text
- Details on penalties speculative pending full text
- Details on private right of action speculative pending full text

Compliance Checklist

- Disclose data used in automated wage-setting to employees | Who: Employers using automated decision systems | Penalty: Up to \$10,000 per violation
- Develop and publish procedures for data accuracy and employee challenges | Who: Employers using automated decision systems | Penalty: Civil penalties for non-compliance

Industries Affected

Finance

Human Resources

Technology

General

Bill Sponsors

Name	Party	Role
MAYER		Primary
STERN		Primary
GLICK		Primary
Kenneth Zebrowski		Primary
Emerita Torres		Primary

Related Bills

- S08872 (NY)

Official Source

<https://www.nysenate.gov/legislation/bills/2025/A9641>

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