

A10251 • New York

Limits the use of automatic data systems in connection with employment; requires an employer shall provide a written notice that an automatic data system is being used; provides remedies.

Introduced

Risk: Medium

Narrow/Targeted

Last Action (Feb 12, 2026): referred to labor

Summary

The bill limits the use of automatic data systems in employment, mandates written notice from employers, and provides remedies, penalties, and exceptions.

Business Impact

If you use automatic data systems in hiring in New York, you must notify employees or face potential legal remedies.

Key Provisions

- Employers must provide written notice when using automatic data systems in employment.
- The bill outlines remedies for employees affected by non-compliance.
- Penalties are specified for employers who fail to comply with the notice requirement.
- Exceptions are provided under certain conditions.
- Definitions for key terms like 'automatic data systems' are included.

Compliance Checklist

- Provide written notice to employees about the use of automatic data systems. | Who: Employers using automatic data systems. | Penalty: Potential legal remedies for non-compliance.

Industries Affected

Employment Services

Human Resources

Technology

Employment

Topics

Automated Decision-Making

Bill Sponsors

Name	Party	Role
RIVERA		Primary
MCDONALD		Primary
Rules Committee		Primary
John T. McDonald III		Cosponsor
Michaëlle C. Solages	Democratic	Primary

Official Source

<https://www.nysenate.gov/legislation/bills/2025/A10251>

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