

S3015 • New Jersey

Regulates use of artificial intelligence enabled video interview in hiring process.

Introduced

Risk: High

Comprehensive

Effective: Apr 08, 2024 | Last Action (Apr 08, 2024): Introduced in the Senate, Referred to Senate Labor Committee

Summary

This bill mandates employers to notify applicants about AI use in video interviews, obtain consent, and report demographic data.

Business Impact

If you use AI for video interviews in New Jersey, you must notify applicants and obtain consent or face \$500 fines per violation.

Key Provisions

- Employers must notify applicants about AI use in video interviews before the interview.
- Written consent from applicants is required for AI analysis.
- Employers cannot share applicant videos except with necessary service providers.
- Applicants can request deletion of their video interviews within 30 days.
- Employers must collect and report demographic data to the Department of Labor.
- Violations incur civil penalties of \$500 for first offenses and \$1,000 for subsequent offenses.

Compliance Checklist

- Notify applicants about AI use in video interviews | Who: Employers | Penalty: \$500 for first offense
- Obtain written consent from applicants for AI analysis | Who: Employers | Penalty: \$500 for first offense
- Delete applicant videos upon request | Who: Employers
- Collect and report demographic data | Who: Employers | Penalty: \$1,000 for subsequent offenses

Industries Affected

- Technology
- Human Resources

Topics

- AI in Employment

Bill Sponsors

Name	Party	Role
Kristin Corrado	R	Sponsor

Related Bills

- S3263 (NJ)
- A3911 (NJ)

Official Source

https://pub.njleg.gov/Bills/2024/S3500/3015_I1.HTM

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