

# A07859 • New York

Requires employers and employment agencies to notify candidates for employment if machine learning technology is used to make hiring decisions prior to the use of such technology.

Introduced

Risk: Medium

Comprehensive

Effective: Jan 01, 2024 | Last Action (Jan 03, 2024): referred to labor

## Summary

This bill mandates employers to inform job candidates if machine learning tools are used in hiring decisions, including data usage details.

## Business Impact

If you use AI in hiring in New York, you must notify candidates about the use of such technology at least ten business days in advance.

## Key Provisions

- Employers must notify candidates if an automated employment decision tool will be used.
- Notices must include job qualifications and data collection details.
- Candidates must be informed at least ten business days prior to the tool's use.
- Candidates can request an alternative selection process or accommodation.
- The bill does not limit candidates' rights to pursue civil action.
- Effective date is January 1 following the bill's enactment.

## Compliance Checklist

- Notify candidates about the use of automated employment decision tools. | Who: Employers and employment agencies | Penalty: Potential civil action by candidates
- Provide details on job qualifications and data collection. | Who: Employers and employment agencies | Penalty: Potential civil action by candidates

## Industries Affected

## Topics

AI in Employment

## Bill Sponsors

Name	Party	Role
HEVESI		Primary
BARRON		Cosponsor
PICHARDO		Cosponsor
CYMBROWITZ		Cosponsor
BLAKE		Cosponsor
CRESPO		Cosponsor
LENTOL		Cosponsor
DAVILA		Cosponsor
DICKENS		Cosponsor
JEAN-PIERRE		Primary
DE LA ROSA		Cosponsor
RIVERA JD		Primary

## Related Bills

- A01952 (NY)

## Official Source

<https://www.nysenate.gov/legislation/bills/2023/A7859>

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