

A09315 • New York

Restricts the use by an employer or an employment agency of electronic monitoring or an automated employment decision tool to screen a candidate or employee for an employment decision unless such tool has been the subject of an impact assessment within the last year; requires notice to employment...

Introduced

Risk: High

Comprehensive

Last Action (May 31, 2024): print number 9315b

Summary

This bill restricts employers from using automated tools for employment decisions without annual impact assessments and requires candidate notification.

Business Impact

If you use automated tools for hiring in New York, you must conduct annual impact assessments and notify candidates or face penalties.

Key Provisions

- Employers must conduct annual impact assessments for automated employment decision tools.
- Candidates must be notified about the use of automated tools.
- Impartial auditors must conduct assessments without conflicts of interest.
- Employers must retain documentation related to automated tools for three years.

Compliance Checklist

- Conduct annual impact assessments for automated employment decision tools. | Who: Employers with 100 or more employees | Penalty: Civil penalties for non-compliance
- Notify candidates about the use of automated tools and assessment criteria. | Who: Employers using automated tools | Penalty: Civil penalties for non-compliance

Industries Affected

Topics

AI in Employment

Bill Sponsors

Name	Party	Role
George Alvarez	Democratic	Primary
STERN		Primary
THIELE		Cosponsor
Tommy Schiavoni	Democratic/Working Families	Primary

Roll Call Votes

Date	Description	Yea	Nay	Result
2024-05-28	Assembly Codes Committee: Favorable refer to commi	20	1	Passed
2024-05-21	Assembly Labor Committee: Favorable refer to commi	25	2	Passed

Related Bills

- A03779 (NY)
- S00185 (NY)
- S07623 (NY)
- S10290 (NY)
- S 10147 (NY)

Official Source

<https://www.nysenate.gov/legislation/bills/2023/A9315>

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