

A07244 • New York

Establishes criteria for the use of automated employment decision tools; provides for enforcement for violations of such criteria.

Introduced

Risk: High

Comprehensive

Effective: Mar 21, 2025 | Last Action (Mar 10, 2022): advanced to third reading cal.474

Summary

This bill establishes criteria for using automated employment decision tools and mandates enforcement for violations, requiring public summaries before tool use.

Business Impact

If you use automated tools for hiring in New York, you must conduct annual impact analyses or face legal action.

Key Provisions

- Employers must conduct annual disparate impact analyses of automated employment decision tools.
- Summaries of the analyses must be publicly available on employer websites prior to tool use.
- Employers must submit analysis summaries to the Department of Labor annually.
- The Attorney General and Commissioner can investigate potential violations.
- The Department may promulgate necessary rules and regulations.
- The bill defines key terms related to automated employment decision tools.

Compliance Checklist

- Conduct annual disparate impact analyses of automated employment decision tools. | Who: Employers using such tools. | Penalty: Legal action for non-compliance.
- Make summaries of the analyses publicly available on your website. | Who: Employers using such tools. | Penalty: Legal action for non-compliance.
- Submit analysis summaries to the Department of Labor. | Who: Employers using such tools. | Penalty: Legal action for non-compliance.

Industries Affected

Law Enforcement

Technology

Human Resources

Topics

AI in Employment

Bill Sponsors

Name	Party	Role
Latoya Joyner	D	Sponsor
Patricia Fahy	D	Sponsor
Gina Sillitti	D	Sponsor
Daniel O'Donnell	D	Sponsor
Charles Barron	D	Sponsor
Kenneth Burgos	D	Sponsor
Richard Gottfried	D	Sponsor
Kimberly Jean-Pierre	D	Sponsor
Maritza Davila	D	Sponsor
Jonathan Jacobson	D	Sponsor
Jo Simon	D	Sponsor
Karines Reyes	D	Sponsor

Roll Call Votes

Date	Description	Yea	Nay	Result
2022-03-08	Assembly Codes Committee: Favorable	16	6	Passed
2022-02-15	Assembly Labor Committee: Favorable refer to commi	19	8	Passed

Related Bills

- A09314 (NY)
- A00567 (NY)
- S05641 (NY)

- A03914 (NY)
- S04394 (NY)

Official Source

https://assembly.state.ny.us/leg/?default_fld=&bn;=A07244&term;=2025&Summary;=Y&Actions;=Y&Text;=Y&Committee;%26nbspVotes=Y&Floor;%26nbspVotes=Y#A07244

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