

# SB 947 • California

## Employment: automated decision systems.

Passed One Chamber

Risk: High

Comprehensive

Last Action (Jul 02, 2026): Read second time and amended. Re-referred to Com. on APPR.

## Summary

This bill regulates the use of automated decision systems in employment, limits their purposes and use, allows workers to request their data, and requires the Labor Commissioner to enforce its provisions.

## Business Impact

If you use automated decision systems for employment decisions in California, you must provide data access to workers or face \$500 fines.

## Key Provisions

- Prohibits employers from using ADS for specific employment functions.
- Limits the purposes for and way in which an ADS may be used.
- Requires employers to provide workers access to their data used in ADS decisions, specifically for disciplinary, termination, or deactivation decisions, from the past 12 months.
- Mandates written post-use notices for workers affected by ADS decisions.
- Protects workers from retaliation for asserting rights under the bill.
- Allows civil actions for damages by affected workers.
- Authorizes public prosecutors to bring civil enforcement actions for violations.
- Establishes a \$500 civil penalty for employers violating the provisions.

## Compliance Checklist

- Provide workers access to their data used by ADS for employment decisions. | Who: Employers using ADS. | Penalty: \$500 civil penalty for non-compliance.
- Issue written post-use notices to affected workers after ADS decisions. | Who: Employers using ADS. | Penalty: \$500 civil penalty for non-compliance.

## Industries Affected

Employment

Government

Technology

## Topics

Automated Decision-Making

## Bill Sponsors

Name	Party	Role
McNerney		Author
Reyes		Coauthor
Kalra		Coauthor
Ward		Coauthor

## Official Source

[http://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill\\_id=202520260SB947](http://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202520260SB947)

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