

SB 947 • California

Employment: automated decision systems.

In Committee

Risk: High

Comprehensive

Last Action (May 08, 2026): Set for hearing May 14.

Summary

This bill regulates the use of automated decision systems in employment, allows workers to request their data, and exempts parties with specific collective bargaining agreements and those complying with federal requirements.

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.
- 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.
- Exempts employers from substantially similar state law provisions if they comply with this bill's notice requirements, except as specified.

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

Official Source

<https://openstates.org/ca/bills/20252026/SB947/>

Disclaimer: This document is generated by AI for informational purposes only. It does not constitute legal advice. Consult a qualified attorney for guidance specific to your situation. Information may not be fully up to date.