

A 9638 • New York

Prohibits the use of a wage-fixing algorithm in combination with personal or behavioral data to set or recommend wages or compensation

Unknown

Risk: Medium

Narrow/Targeted

Summary

This analysis is based on A 9638, which prohibits wage-fixing algorithms from using personal or behavioral data.

Business Impact

If you use algorithms to determine wages in New York, you must ensure they do not incorporate personal data or face penalties.

Key Provisions

- Prohibits the use of wage-fixing algorithms with personal or behavioral data.

Compliance Checklist

- Review and adjust wage-setting algorithms to exclude personal and behavioral data. | Who: Employers using wage-fixing algorithms. | Penalty: Potential legal repercussions.

Industries Affected

Technology

Human Resources

Related Bills

- S 9132 (NY)
- A09638 (NY)
- S09132 (NY)

Official Source

<https://openstates.org/ny/bills/2025-2026/A9638/>

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