

# 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 bill prohibits using wage-fixing algorithms with personal or behavioral data to set or recommend wages.

## 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 in combination 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

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

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