

AB2656 • California

Public employees: notice: artificial intelligence performing service within scope of work.

Introduced

Risk: Medium

Narrow/Targeted

Last Action (May 18, 2026): Read second time. Ordered to third reading.

Summary

This bill requires public employers to notify employee organizations before using AI for services within job classifications, though the method of notice is unconfirmed.

Business Impact

If you are a public employer in California planning to use generative AI, you must notify employee organizations 45 days in advance or face potential disputes.

Key Provisions

- Public employers must notify recognized employee organizations before utilizing artificial intelligence, though the method of notice is unconfirmed.
- The bill applies to services within the scope of work of job classifications represented by employee organizations, with specific details unknown due to the lack of available bill text.

Compliance Checklist

- Provide written notice to recognized employee organizations | Who: Public employers identified in Section 3555.5 | Penalty: Potential disputes or challenges from employee organizations

Industries Affected

Employment

Government

Topics

Bill Sponsors

Name	Party	Role
Cottie Petrie-Norris	D	Sponsor

Roll Call Votes

Date	Description	Yea	Nay	Result
2026-05-14	Do pass	14	0	Passed
2026-04-22	Do pass and be re-referred to the Committee on [Ap	7	0	Passed
2026-04-16	Do pass and be re-referred to the Committee on [Pu	14	1	Passed

Official Source

https://leginfo.legislature.ca.gov/faces/billStatusClient.xhtml?bill_id=202520260AB2656

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