

## A04550 • New York

Requires the department of labor to study the long-term impact of artificial intelligence on the state workforce including but not limited to job performance, productivity, training, education requirements, privacy and security; prohibits any state entity from using artificial intelligence in any way that would result in the displacement of any currently employed worker or loss of position, including partial displacement such as a reduction in the hours of non-overtime work, wages or employment benefits, or results in the impairment of existing collective bargaining agreements.

In Committee

Risk: Medium

Study/Task Force

Last Action (Jan 07, 2026): referred to ways and means

### Summary

The bill mandates a study on AI's long-term workforce impact and prohibits AI use that displaces current workers or affects collective bargaining.

### Business Impact

If you operate a state entity in New York, you must ensure AI use does not displace workers or impair contracts to avoid legal issues.

### Key Provisions

- Mandates a study on AI's long-term impact on the workforce.
- Prohibits state entities from using AI that displaces current workers.
- Protects existing collective bargaining agreements from impairment due to AI.

### Compliance Checklist

- Conduct a study on the impact of AI on workforce. | Who: New York Department of Labor | Penalty: Potential legal challenges regarding worker displacement.
- Ensure AI use does not displace workers or impair contracts. | Who: State entities in New York | Penalty: Legal repercussions and impact on employee relations.

## Industries Affected

Public Sector

Labor Relations

## Topics

AI in Employment

Comprehensive AI

AI Privacy

AI in Education

## Bill Sponsors

Name	Party	Role
KEARNS		Primary
LAWRENCE		Cosponsor
D'URSO		Primary
WALKER		Primary
Alicia Hyndman	Democratic	Primary
Brian Cunningham	Democratic	Primary
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Deborah Glick	Democratic	Cosponsor
Andrew Hevesi	Democratic	Cosponsor
David McDonough		Cosponsor
Judy Griffin	Democratic	Cosponsor

## Related Bills

- [A07838 \(NY\)](#)

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