

AB 1898 • California

Workplace artificial intelligence tools.

In Committee

Risk: High

Comprehensive

Last Action (Apr 09, 2026): Re-referred to Com. on APPR. pursuant to Assembly Rule 96.

Summary

This bill mandates employers to notify workers about the use of AI tools in employment decisions and maintain an updated list of such tools, with enforcement by the Labor Commissioner.

Business Impact

If you use AI tools for employment decisions in California, you must notify workers and maintain a list of tools or face \$500 fines per violation.

Key Provisions

- Employers must provide written notice to workers about AI tool usage in employment decisions.
- Notice must include specific employment-related decisions affected by AI tools.
- Employers must maintain and annually provide an updated list of AI tools and their job impacts.
- Workers can file civil actions for damages due to adverse actions from AI tool usage.
- Penalties for violations can reach up to \$500 per occurrence.
- The bill applies statewide, including to charter cities.

Compliance Checklist

- Provide written notice to workers about AI tool usage | Who: Employers | Penalty: \$500 per violation
- Maintain and provide an updated list of AI tools annually | Who: Employers | Penalty: \$500 per violation

Industries Affected

Government

Manufacturing

Technology

Retail

Employment

Human
Resources

Topics

AI in Employment

Bill Sponsors

Name	Party	Role
Schultz		Author

Official Source

<https://openstates.org/ca/bills/20252026/AB1898/>

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