

A09638 • New York

Prohibits the use of a wage-fixing algorithm in combination with personal or behavioral data to set or recommend wages or compensation; defines terms; establishes penalties for violations of such prohibition.

Introduced

Risk: High

Comprehensive

Last Action (Jan 21, 2026): referred to labor

Summary

This bill prohibits using wage-fixing algorithms with personal or behavioral data to set wages, mentioning penalties for violations without specifying details.

Business Impact

If you use AI for wage setting, you must cease using wage-fixing algorithms with personal data by the bill's enactment or face penalties.

Key Provisions

- Prohibits the use of wage-fixing algorithms with personal or behavioral data by employers.
- Defines key terms such as 'wage-fixing algorithm.'
- Mentions penalties for violations without specifying details.

Compliance Checklist

- Cease the use of wage-fixing algorithms with personal or behavioral data. | Who: Employers | Penalty: Civil damages or a minimum of \$3,000 for each violation
- Review and adjust wage-setting processes to comply with the new law. | Who: Employers | Penalty: Potential civil action and damages

Industries Affected

Retail

Technology

Finance

Human Resources

Bill Sponsors

Name	Party	Role
RA		Primary
MURRAY		Cosponsor
PICHARDO		Cosponsor
BLAKE		Cosponsor
GIGLIO		Cosponsor
ERRIGO		Cosponsor
RAIA		Cosponsor
SKOUFIS		Cosponsor
PALMESANO		Cosponsor
MILLER B		Cosponsor
D'URSO		Cosponsor
STEC		Cosponsor

Related Bills

- S09132 (NY)
- A 9638 (NY)
- S 9132 (NY)

Official Source

<https://www.nysenate.gov/legislation/bills/2025/A9638>

Disclaimer: This document is generated by AI for informational purposes only. It does not constitute legal advice. Consult a qualified attorney for guidance specific to your situation. Information may not be fully up to date.