

## S09132 • 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: Medium

Narrow/Targeted

Last Action (Feb 05, 2026): REFERRED TO LABOR

### Summary

Prohibits wage-fixing algorithms using personal or behavioral data in New York; establishes penalties for violations.

### Business Impact

If you use AI for wage-setting, you must comply with new rules or face penalties.

### Key Provisions

- Prohibits the use of wage-fixing algorithms with personal or behavioral data.
- Establishes penalties for violations.
- Includes definitions of relevant terms.

### Compliance Checklist

- Cease the use of wage-fixing algorithms with personal or behavioral data. | Who: Employers | Penalty: Actual damages or \$3,000 per violation, treble damages for willful violations.
- Review and update wage-setting practices to ensure compliance. | Who: HR and compliance departments | Penalty: Potential legal action and financial penalties.

### Industries Affected

Finance

Technology

Human Resources

## Bill Sponsors

---

Name	Party	Role
KRUEGER		Primary
MANNION		Primary
Luis R. Sepúlveda	Democratic	Primary
Kristen Gonzalez	Democratic/Working Families	Primary

## Related Bills

---

- A09638 (NY)
- S 9132 (NY)
- A 9638 (NY)

## Official Source

---

<https://www.nysenate.gov/legislation/bills/2025/S9132>

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.