

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: High

Comprehensive

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

Summary

This bill prohibits the use of wage-fixing algorithms with personal or behavioral data to set wages, with penalties for violations assumed based on the bill's description.

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.
- Assumes definitions of key terms such as 'wage-fixing algorithm,' 'personal data,' and 'behavioral data.'
- Assumes penalties for violations based on the bill's description.

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

Technology

Finance

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>

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