

A05429 • New York

Establishes the New York workforce stabilization act; requires certain businesses to conduct artificial intelligence impact assessments on the application and use of such artificial intelligence and to submit such impact assessments to the department of labor prior to the implementation of the...

Introduced

Risk: High

Comprehensive

Effective: Jan 01, 2026 | Last Action (Jan 07, 2026): referred to labor

Summary

NY A05429: Establishes the New York workforce stabilization act, requiring AI impact assessments and imposing a 2% surcharge on corporations using AI or data mining.

Business Impact

If you employ over 100 people and use AI, you must conduct impact assessments before implementation or face penalties.

Key Provisions

- Employers must conduct AI impact assessments before implementation and submit them to the Department of Labor.
- A 2% surcharge applies to corporations with a business income base using AI, data mining, or having a threshold number of employees displaced by AI.
- The bill defines data mining.
- Provisions for waivers and annual reporting on waivers are included.

Compliance Checklist

- Conduct an AI impact assessment | Who: Employers with over 100 employees | Penalty: Potential financial penalties for non-compliance
- Submit the impact assessment to the Department of Labor | Who: Employers required to conduct assessments | Penalty: Non-compliance may lead to fines or other penalties

Industries Affected

Employment

Retail

Manufacturing

Agriculture

Healthcare

Technology

Finance

Topics

Automated Decision-Making

Comprehensive AI

Bill Sponsors

Name	Party	Role
WEPRIN		Primary
CUSICK		Primary
ABBATE		Primary
Doug Smith	Republican	Primary
Harry B. Bronson	Democratic	Primary

Related Bills

- S01854 (NY)
- S09401 (NY)

Official Source

<https://www.nysenate.gov/legislation/bills/2025/A5429>

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