STATE OF NEW YORK

9581

IN ASSEMBLY

January 21, 2026

Introduced by M. of A. BRONSON -- read once and referred to the Committee on Labor

AN ACT to amend the labor law, in relation to requiring covered businesses to submit annual reports on the impact of artificial intelligence on hiring and business practices

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

Section 1. The labor law is amended by adding a new section 201-j to read as follows:

§ 201-j. Artificial intelligence impact assessments. 1. Definition. For purposes of this section, "covered business" shall mean a business entity that is resident in the state and: (a) employs more than one hundred people; or (b) is a publicly traded entity.

2. Reporting requirement. On or before March first of every year, a covered business shall report to the department regarding the impact of artificial intelligence on its hiring and business practices in the calendar year ending the preceding December thirty-first. Such report shall include:

(a) Employment data, including but not limited to:

(i) An estimate of the number of employees displaced, or whose hours have been reduced, due in full or in part to increased use of artificial intelligence;

(ii) An estimate of the number of employees hired, or whose hours have been increased, due in full or in part to increased use of artificial intelligence; and

(iii) An estimate of the number of positions previously filled that the covered business has decided not to fill due in full or in part to use of artificial intelligence; and

(b) Information on the nature of artificial intelligence usage, including but not limited to:

(i) Descriptions of the objectives of the use of artificial intelligence;

(ii) Information regarding any human oversight of artificial intelligence;

EXPLANATION--Matter in *italics* (underscored) is new; matter in brackets [-] is old law to be omitted.

LBD14332-01-6

(iii) Information on the frequency and length of use of artificial intelligence;

(iv) Information on any use of artificial intelligence in relation to sensitive personal data, including storage and access protections related to use of artificial intelligence in relation to such personal data; and

(v) Measures in place for oversight, risk reduction, or other protections related to use of artificial intelligence.

3. Responsibilities of the department. The department shall develop standard reporting forms and processes for covered businesses to submit the reports required pursuant to subdivision two of this section. The department may develop additional reporting requirements related to the hiring and business impacts of utilization of artificial intelligence by covered businesses.

4. Annual report. (a) The department shall review the reports submitted by covered businesses pursuant to subdivision two of this section and shall prepare an annual report on the impact of artificial intelligence on hiring and business practices in the state based on the department's review of such reports submitted pursuant to subdivision two of this section.

(b) The department shall submit the report required pursuant to paragraph (a) of this subdivision to the governor, the temporary president of the senate, the minority leader of the senate, the speaker of the assembly, and the minority leader of the assembly within one hundred twenty days of the covered business reporting deadline established pursuant to subdivision two of this section. Such report shall be made publicly available on the department's website at the same time as such report is submitted to the governor and legislature.

(c) The report required pursuant to paragraph (a) of this subdivision shall include, but not be limited to, presentation of aggregate data regarding employment impacts, objectives, and implementation of artificial intelligence by covered businesses, including analysis of such impacts by employment sector, geographic location, and business size.

5. Enforcement. A covered business who fails to report pursuant to the requirements of this section shall be subject to a civil penalty of not more than five hundred dollars for each day such covered business remains in violation of such reporting requirements; provided, however, that the commissioner may, in the commissioner's discretion, reduce the amount of the penalty if a covered business proves to the satisfaction of the commissioner that the failure to report was in good faith.

§ 2. This act shall take effect immediately.