

# STATE OF NEW YORK

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4550

2025-2026 Regular Sessions

## IN ASSEMBLY

February 4, 2025

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

AN ACT in relation to requiring the department of labor to study the  
long-term impact of artificial intelligence on the state workforce

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

1 Section 1. 1. No later than six months after the effective date of  
2 this act, the department of labor, in consultation with the department  
3 of civil service and the office of information technology services,  
4 shall begin a study on the long-term impact of artificial intelligence  
5 on the state workforce including but not limited to job performance,  
6 productivity, training, education requirements, privacy and security.  
7 The department shall issue an interim report on its current findings and  
8 recommendations for legislative action every five years and shall issue  
9 a final report and recommendations for legislative action no later than  
10 January 1, 2035. The department shall issue its reports and recommenda-  
11 tions to the governor, the speaker of the assembly, the minority leader  
12 of the assembly, the temporary president of the senate, and the minority  
13 leader of the senate.

14 2. Until the final report and recommendations are received pursuant to  
15 subdivision 1 of this section, every state department, board, bureau,  
16 division, commission, committee, public authority, public corporation,  
17 council, office or other governmental entity performing a governmental  
18 or proprietary function for the state shall be prohibited from using  
19 artificial intelligence in any way that would displace any natural  
20 person from their employment with such state department, board, bureau,  
21 division, commission, committee, public authority, public corporation,  
22 council, office or other governmental entity.

23 § 2. This act shall take effect immediately.

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

LBD05745-01-5