STATE OF NEW YORK

4550--A

2025-2026 Regular Sessions

IN ASSEMBLY

February 4, 2025

Introduced by M. of A. CUNNINGHAM -- read once and referred to the Committee on Labor -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee

AN ACT to amend the labor law, in relation to requiring the department of labor to study the long-term impact of artificial intelligence on the state workforce; and providing for the repeal of such provisions upon the expiration thereof

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 12-a to read as follows:

§ 12-a. Study on the long-term impact of artificial intelligence on the state workforce. 1. No later than six months after the effective date of this section, the department, in consultation with the department of civil service and the office of information technology services, shall begin a study on the long-term impact of artificial intelligence on the state workforce including but not limited to job performance, productivity, training, education requirements, privacy and security. The department shall issue an interim report on its current findings and recommendations for legislative action every five years and shall issue a final report and recommendations for legislative action no later than December thirty-first, two thousand thirty-four. The department shall issue its reports and recommendations to the governor, the speaker of the assembly, the minority leader of the assembly, the temporary president of the senate, and the minority leader of the senate.

2. Until the final report and recommendations are received pursuant to subdivision one of this section, every state department, board, bureau, division, commission, committee, public authority, public corporation, council, office or other governmental entity performing a governmental or proprietary function for the state shall be prohibited from using artificial intelligence in any way that shall result in the displacement

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

LBD05745-02-5

of any currently employed worker or loss of position, including partial displacement such as a reduction in the hours of non-overtime work, wages or employment benefits, or results in the impairment of existing collective bargaining agreements.

§ 2. This act shall take effect immediately and shall expire and be deemed repealed January 1, 2035.