STATE OF NEW YORK

10025

IN SENATE

April 23, 2026

Introduced by Sen. HINCHEY -- read twice and ordered printed, and when printed to be committed to the Committee on Civil Service and Pensions

AN ACT to amend the civil service law, in relation to notification requirements of public employers regarding intentions to begin any procurement process or plan to acquire or deploy any new application or technology that utilizes an artificial intelligence model or artificial intelligence system

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

Section 1. The civil service law is amended by adding a new section 216 to read as follows:

§ 216. Notification requirements of public employers. 1. Definitions. As used in this section, the following terms shall have the following meanings:

(a) "Plan to acquire or deploy" shall mean any public notification advanced by a public employer on the subject of the procurement, acquisition or deployment of any new technology or application that utilizes an artificial intelligence model, as defined by section fourteen hundred twenty of the general business law, or an artificial intelligence system, as defined by section one hundred three-e of the state technology law.

(b) "Procurement process" shall mean any of the following:

(i) a request for information;

(ii) a request for proposal;

(iii) a request for quotation; or

(iv) any request initiated by a public employer that is intended to begin the process of procuring, acquiring or deploying any new technology or application that utilizes an artificial intelligence model, as defined by section fourteen hundred twenty of the general business law or an artificial intelligence system, as defined by section one hundred three-e of the state technology law.

(c) "Public employer" shall mean any of the following employers:

(i) the state of New York;

(ii) a county, city, town or village;

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

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(iii) a municipal public library, school district library or joint school district public library, special district public library, consolidated district public library, or a library eligible to participate in a state public retirement system;

(iv) a school district, board of cooperative educational services, vocational education and extension board or a school district enumerated in section one of chapter five hundred sixty-six of the laws of nineteen hundred sixty-seven as amended;

(v) the State University of New York;

(vi) the City University of New York; or

(vii) a community college.

2. Notification required. (a) A public employer shall notify any duly recognized and certified employee representative of its intention to begin any procurement process or plan to acquire or deploy any new application or technology that utilizes an artificial intelligence model, as defined by section fourteen hundred twenty of the general business law, or an artificial intelligence system, as defined by section one hundred three-e of the state technology law, no less than twelve months before commencing the process, plan, or deployment.

(b) The notification required by paragraph (a) of this subdivision shall apply to any new application or technology that utilizes an artificial intelligence model, as defined by section fourteen hundred twenty of the general business law, or an artificial intelligence system, as defined by section one hundred three-e of the state technology law, that does any of the following:

(i) changes or introduces new products, services, or types of operations that affect the nature of work or require job training of the workforce to which such new products, services, or types of operations will apply; or

(ii) eliminates job functions or jobs of the workforce to which such new products, services, or types of operations will apply.

(c) The notification required by paragraph (a) of this subdivision shall include the following information:

(i) a comprehensive analysis of the effects of new products, services, or types of operations on workers, including workers who may not be adequately skilled in their use or may be fully or partially displaced by such new products, services, or types of operations;

(ii) the potential gaps in skills that may result from the new products, services, or types of operations on the workers to which such new products, services, or types of operations will apply; and

(iii) the total amount budgeted for, and descriptions of, training and retraining programs for affected workers.

3. Collective bargaining required. Following the notification provided under subdivision two of this section, a public employer shall engage in collective bargaining with any affected duly recognized and certified employee representative on the following subjects:

(a) acquiring or developing the new product or service;

(b) implementing the new product or service;

(c) creating a transition plan for affected workers; and

(d) creating plans to train and prepare the affected workforce to fill new positions created by a new service or product.

4. Construction. Nothing in this section shall be construed or interpreted as diminishing any employment rights, benefits or privileges conferred pursuant to a collective bargaining agreement or any employment rights, benefits or privileges conferred in any existing statute, rule or regulation.

§ 2. Severability clause. If any clause, sentence, paragraph, subdivision, section or part of this act shall be adjudged by any court of competent jurisdiction to be invalid, such judgment shall not affect, impair, or invalidate the remainder thereof, but shall be confined in its operation to the clause, sentence, paragraph, subdivision, section or part thereof directly involved in the controversy in which such judgment shall have been rendered. It is hereby declared to be the intent of the legislature that this act would have been enacted even if such invalid provisions had not been included herein.

§ 3. This act shall take effect on the one hundred eightieth day after it shall have become a law; provided, however, that if chapter 96 of the laws of 2026 shall not have taken effect on or before such date then this act shall take effect on the same date and in the same manner as such chapter of the laws of 2026 takes effect. Effective immediately, the addition, amendment and/or repeal of any rule or regulation necessary for the implementation of this act on its effective date are authorized to be made and completed on or before such effective date.