STATE OF NEW YORK

8831

IN SENATE

January 8, 2026

Introduced by Sen. GONZALEZ -- read twice and ordered printed, and when printed to be committed to the Committee on Rules

AN ACT to amend the state technology law, the education law and the civil service law, in relation to the use of automated employment decision-making tools and artificial intelligence systems by certain state and local entities; to amend a chapter of the laws of 2025 amending the state technology law, the education law and the civil service law relating to automated decision-making by government agencies, as proposed in legislative bills numbers S. 7599-C and A. 8295-D, in relation to the effectiveness thereof; and to repeal certain provisions of the state technology law, the education law, the civil service law and a chapter of the laws of 2025 amending the state technology law, the education law and the civil service law relating to automated decision-making by government agencies, as proposed in legislative bills numbers S. 7599-C and A. 8295-D, relating thereto

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

Section 1. Article 5 of the state technology law, as added by a chapter of the laws of 2025 amending the state technology law, the education law and the civil service law relating to automated decision-making by government agencies, as proposed in legislative bills numbers S. 7599-C and A. 8295-D, is REPEALED.

§ 2. Section 103-f of the state technology law, as added by a chapter of the laws of 2025 amending the state technology law, the education law and the civil service law relating to automated decision-making by government agencies, as proposed in legislative bills numbers S. 7599-C and A. 8295-D, is REPEALED.

§ 3. Section 3 of a chapter of the laws of 2025 amending the state technology law, the education law and the civil service law relating to automated decision-making by government agencies, as proposed in legislative bills numbers S. 7599-C and A. 8295-D, is REPEALED.

§ 4. Section 401 of the state technology law is amended by adding a new subdivision 3 to read as follows:

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

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3. "Covered entity" shall mean any county, city, town, village, school district, board of cooperative educational services, county vocational education and extension board, district corporation, the state university of New York, the city university of New York, or community college.

§ 5. The section heading of section 402 of the state technology law, as amended by chapter 96 of the laws of 2025, is amended to read as follows:

Disclosure of automated employment decision-making tools used by state agencies.

§ 6. The state technology law is amended by adding a new section 402-a to read as follows:

§ 402-a. Disclosure of automated employment decision-making tools used by covered entities. To the extent feasible, any covered entity that utilizes an automated employment decision-making tool, shall publish a list of such automated employment decision-making tools on such covered entity's website no later than the thirtieth of December next succeeding the date on which this section shall have become a law, and annually thereafter. To the extent feasible, such disclosure shall include:

1. a description of the automated employment decision-making tool utilized by such covered entity;

2. the date that the covered entity use of such automated employment decision-making tool began;

3. a summary of the purpose and use of such automated employment decision-making tool; and

4. any other information deemed relevant by the covered entity.

§ 7. Section 1950 of the education law is amended by adding a new subdivision 20 to read as follows:

20. (a) The use of artificial intelligence systems, as defined by section one hundred three-e of the state technology law, shall not affect the: (i) existing rights of employees pursuant to an existing collective bargaining agreement; or (ii) the existing representational relationships among employee organizations or the bargaining relationships between the employer and an employee organization.

(b) The use of such artificial intelligence systems shall not result in the: (i) discharge, displacement or loss of position, including partial displacement such as a reduction in the hours of non-overtime work, wages, or employment benefits, or result in the impairment of existing collective bargaining agreements; or (ii) transfer of existing duties and functions currently performed by employees of the board of cooperative educational services to an artificial intelligence system.

(c) The use of such artificial intelligence system shall not alter the rights or benefits, and privileges, including but not limited to terms and conditions of employment and civil service status. The collective bargaining unit membership status of all existing employees of the board of education shall be preserved and protected.

§ 8. Subdivision 4 of section 2510 of the education law, as added by a chapter of the laws of 2025 amending the state technology law, the education law and the civil service law relating to automated decision-making by government agencies, as proposed in legislative bills numbers S. 7599-C and A. 8295-D, is amended to read as follows:

4. (a) The use of artificial intelligence systems as defined by section one hundred three-e of the state technology law [~~and automated decision-making tools as defined by section five hundred one of the state technology law~~] shall not affect (i) the existing rights of employees pursuant to an existing collective bargaining agreement, or (ii) the existing representational relationships among employee organ-

izations or the bargaining relationships between the employer and an employee organization.

(b) The use of such artificial intelligence systems [~~and automated decision-making tools~~] shall not result in the: (i) discharge, displacement or loss of position, including partial displacement such as a reduction in the hours of non-overtime work, wages, or employment benefits, or result in the impairment of existing collective bargaining agreements; or (ii) transfer of existing duties and functions currently performed by employees of the [~~state or any agency or public authority thereof~~] **school district** to an artificial intelligence system [~~or automated decision-making tool~~].

(c) The use of such artificial intelligence system [~~or automated decision-making tool~~] shall not alter the rights or benefits, and privileges, including but not limited to terms and conditions of employment and civil service status. The collective bargaining unit membership status of all existing employees of the board of education shall be preserved and protected.

§ 9. Subdivision 5 of section 2585 of the education law, as added by a chapter of the laws of 2025 amending the state technology law, the education law and the civil service law relating to automated decision-making by government agencies, as proposed in legislative bills numbers S. 7599-C and A. 8295-D, is amended to read as follows:

5. (a) The use of artificial intelligence systems as defined by section one hundred three-e of the state technology law [~~and automated decision-making tools as defined by section five hundred one of the state technology law~~] shall not affect (i) the existing rights of employees pursuant to an existing collective bargaining agreement, or (ii) the existing representational relationships among employee organizations or the bargaining relationships between the employer and an employee organization.

(b) The use of such artificial intelligence systems [~~and automated decision-making tools~~] shall not result in the: (i) discharge, displacement or loss of position, including partial displacement such as a reduction in the hours of non-overtime work, wages, or employment benefits, or result in the impairment of existing collective bargaining agreements; or (ii) transfer of existing duties and functions currently performed by employees of the [~~state or any agency or public authority thereof~~] **school district** to an artificial intelligence system [~~or automated decision-making tool~~].

(c) The use of such artificial intelligence system [~~and automated decision-making tool~~] shall not alter the rights or benefits, and privileges, including but not limited to terms and conditions of employment and civil service status. The collective bargaining unit membership status of all existing employees of the board of education shall be preserved and protected.

§ 10. Subdivision 9 of section 2588 of the education law, as added by a chapter of the laws of 2025 amending the state technology law, the education law and the civil service law relating to automated decision-making by government agencies, as proposed in legislative bills numbers S. 7599-C and A. 8295-D, is amended to read as follows:

9. (a) The use of artificial intelligence systems as defined by section one hundred three-e of the state technology law [~~and automated decision-making tools as defined by section five hundred one of the state technology law~~] shall not affect (i) the existing rights of employees pursuant to an existing collective bargaining agreement, or (ii) the existing representational relationships among employee organ-

izations or the bargaining relationships between the employer and an employee organization.

(b) The use of such artificial intelligence systems shall not result in the: (i) discharge, displacement or loss of position, including partial displacement such as a reduction in the hours of non-overtime work, wages, or employment benefits, or result in the impairment of existing collective bargaining agreements; or (ii) transfer of existing duties and functions currently performed by [~~employees of~~] the [~~state or any agency or public authority thereof to and~~] **teaching and supervisory staff of the city school district to an** artificial intelligence system [~~or automated decision-making tool~~].

(c) The use of such artificial intelligence system [~~and automated decision-making tool~~] shall not alter the rights or benefits, and privileges, including but not limited to terms and conditions of employment and civil service status. The collective bargaining unit membership status of all existing employees of the board of education shall be preserved and protected.

§ 11. Subdivision 4 of section 3013 of the education law, as added by a chapter of the laws of 2025 amending the state technology law, the education law and the civil service law relating to automated decision-making by government agencies, as proposed in legislative bills numbers S. 7599-C and A. 8295-D, is amended to read as follows:

4. (a) The use of artificial intelligence systems as defined by section one hundred three-e of the state technology law [~~and automated decision-making tools as defined by section five hundred one of the state technology law~~] shall not affect (i) the existing rights of employees pursuant to an existing collective bargaining agreement, or (ii) the existing representational relationships among employee organizations or the bargaining relationships between the employer and an employee organization.

(b) The use of such artificial intelligence systems [~~and automated decision-making tools~~] shall not result in the: (i) discharge, displacement or loss of position, including partial displacement such as a reduction in the hours of non-overtime work, wages, or employment benefits, or result in the impairment of existing collective bargaining agreements; or (ii) transfer of existing duties and functions currently performed by employees of the [~~state or any agency or public authority thereof~~] **school district, board of cooperative educational services or county vocational education and extension board** to an artificial intelligence system [~~or automated decision-making tool~~].

(c) The use of such artificial intelligence system [~~and automated decision-making tool~~] shall not alter the rights or benefits, and privileges, including but not limited to terms and conditions of employment and civil service status. The collective bargaining unit membership status of all existing employees of the board of education, board of cooperative educational services, or board of trustees thereof shall be preserved and protected.

§ 12. Subdivision 10 of section 80 of the civil service law, as amended by a chapter of the laws of 2025 amending the state technology law, the education law and the civil service law relating to automated decision-making by government agencies, as proposed in legislative bills numbers S. 7599-C and A. 8295-D, is amended to read as follows:

10. (a) The use of artificial intelligence systems as defined by section one hundred three-e of the state technology law [~~and automated decision-making tools as defined by section five hundred one of the state technology law~~] shall not affect (i) the existing rights of

employees pursuant to an existing collective bargaining agreement, or (ii) the existing representational relationships among employee organizations or the bargaining relationships between the employer and an employee organization.

(b) The use of such artificial intelligence systems [~~and automated decision-making tools~~] shall not result in the: (i) discharge, displacement or loss of position, including partial displacement such as a reduction in the hours of non-overtime work, wages, or employment benefits, or result in the impairment of existing collective bargaining agreements; or

(ii) transfer of existing duties and functions currently performed by employees of the state or any agency or public authority thereof**, or county, city, town, village, public improvement district, special district, school district, board of cooperative educational services or county vocational education and extension board** to an artificial intelligence system [~~or automated decision-making tool~~].

(c) The use of [~~such~~] **an** artificial intelligence system [~~and automated decision-making tool~~] shall not alter the rights or benefits, and privileges, including but not limited to terms and conditions of employment, civil service status, and collective bargaining unit membership status of all existing employees of the state or any agency or public authority thereof**, or county, city, town, village, public improvement district, special district, school district, board of cooperative educational services or county vocational education and extension board** shall be preserved and protected.

§ 13. Section 355-a of the education law is amended by adding a new subdivision 14 to read as follows:

14. (a) The use of artificial intelligence systems, as defined by section one hundred three-e of the state technology law, shall not affect (i) the existing rights of employees pursuant to a collective bargaining agreement; or (ii) the existing representational relationships among employee organizations or the bargaining relationships between the employer and an employee organization.

(b) The use of such artificial intelligence systems shall not result in the: (i) discharge, displacement or loss of position, including partial displacement such as a reduction in the hours of non-overtime work, wages, or employment benefits, or result in the impairment of existing collective bargaining agreements; or

(ii) transfer of duties and functions currently performed by employees of the state university of New York to an artificial intelligence system.

(c) The use of an artificial intelligence system shall not alter the rights or benefits, and privileges, including but not limited to terms and conditions of employment, civil service status, and collective bargaining unit membership status of all existing employees of the state university of New York shall be preserved and protected.

§ 14. Section 6206 of the education law is amended by adding a new subdivision 24 to read as follows:

24. (a) The use of artificial intelligence systems, as defined by section one hundred three-e of the state technology law, shall not affect (i) the existing rights of employees pursuant to a collective bargaining agreement; or (ii) the existing representational relationships among employee organizations or the bargaining relationships between the employer and an employee organization.

(b) The use of such artificial intelligence systems shall not result in the: (i) discharge, displacement or loss of position, including

partial displacement such as a reduction in the hours of non-overtime work, wages, or employment benefits, or result in the impairment of existing collective bargaining agreements; or

(ii) transfer of duties and functions currently performed by employees of the city university of New York to an artificial intelligence system.

(c) The use of an artificial intelligence system shall not alter the rights or benefits, and privileges, including but not limited to terms and conditions of employment, civil service status, and collective bargaining unit membership status of all existing employees of the city university of New York shall be preserved and protected.

§ 15. Section 6306 of the education law is amended by adding a new subdivision 12 to read as follows:

12. (a) The use of artificial intelligence systems, as defined by section one hundred three-e of the state technology law, shall not affect (i) the existing rights of employees pursuant to a collective bargaining agreement; or (ii) the existing representational relationships among employee organizations or the bargaining relationships between the employer and an employee organization.

(b) The use of such artificial intelligence systems shall not result in the: (i) discharge, displacement or loss of position, including partial displacement such as a reduction in the hours of non-overtime work, wages, or employment benefits, or result in the impairment of collective bargaining agreements; or

(ii) transfer of existing duties and functions currently performed by employees of each community college to an artificial intelligence system.

(c) The use of an artificial intelligence system shall not alter the rights or benefits, and privileges, including but not limited to terms and conditions of employment, civil service status, and collective bargaining unit membership status of all existing employees of each community college shall be preserved and protected.

§ 16. Section 115 of the education law, as added by a chapter of the laws of 2025 amending the state technology law, the education law and the civil service law relating to automated decision-making by government agencies, as proposed in legislative bills numbers S. 7599-C and A. 8295-D, is REPEALED.

§ 17. Section 10 of a chapter of the laws of 2025 amending the state technology law, the education law and the civil service law relating to automated decision-making by government agencies, as proposed in legislative bills numbers S. 7599-C and A. 8295-D, is amended to read as follows:

§ 10. This act shall take effect immediately and shall expire and be deemed repealed July 1, 2028; provided, however, that [~~if chapter 96 of the laws of 2025 shall not have taken effect on or before such date then section nine of this act shall take effect on the same date and in the same manner as such chapter of the laws of 2025, takes effect; provided further, however, that section one of this act shall take effect one year after it shall have become a law; provided further, however, that~~] the amendments to subdivision 10 of section 80 of the civil service law made by section nine of this act shall not affect the expiration and repeal of such subdivision and shall be deemed repealed therewith.

§ 18. This act shall take effect immediately; provided, however that:

(a) sections one, two, three, four, five, six, seven, eight, nine, ten, eleven, twelve, thirteen, fourteen, fifteen and sixteen shall take effect on the same date and in the same manner as a chapter of the laws of 2025 amending the state technology law, the education law and the

civil service law relating to automated decision-making by government agencies, as proposed in legislative bills numbers S. 7599-C and A. 8295-D, takes effect; and

(b) the amendments to subdivision 10 of section 80 of the civil service law made by section twelve of this act shall not affect the expiration and repeal of such subdivision and shall be deemed repealed therewith.