

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:

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5 and A. 8295-D, is REPEALED.

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10 and A. 8295-D, is REPEALED.

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14 lative bills numbers S. 7599-C and A. 8295-D, is REPEALED.

15 § 4. Section 401 of the state technology law is amended by adding a
16 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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1 3. "Covered entity" shall mean any county, city, town, village, school
2 district, board of cooperative educational services, county vocational
3 education and extension board, district corporation, the state universi-
4 ty of New York, the city university of New York, or community college.

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

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

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

12 § 402-a. Disclosure of automated employment decision-making tools used
13 by covered entities. To the extent feasible, any covered entity that
14 utilizes an automated employment decision-making tool, shall publish a
15 list of such automated employment decision-making tools on such covered
16 entity's website no later than the thirtieth of December next succeeding
17 the date on which this section shall have become a law, and annually
18 thereafter. To the extent feasible, such disclosure shall include:

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

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

23 3. a summary of the purpose and use of such automated employment deci-
24 sion-making tool; and

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

53 10. (a) The use of artificial intelligence systems as defined by
54 section one hundred three-e of the state technology law ~~[and automated~~
55 ~~decision-making tools as defined by section five hundred one of the~~
56 ~~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

1 civil service law relating to automated decision-making by government
2 agencies, as proposed in legislative bills numbers S. 7599-C and A.
3 8295-D, takes effect; and
4 (b) the amendments to subdivision 10 of section 80 of the civil
5 service law made by section twelve of this act shall not affect the
6 expiration and repeal of such subdivision and shall be deemed repealed
7 therewith.