

# STATE OF NEW YORK

8928

## IN SENATE

January 16, 2026

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

AN ACT to amend the labor law, in relation to requiring employers to disclose the use of artificial intelligence or automation as a factor in workforce reductions under the "New York state worker adjustment and retraining notification (WARN) act"; and providing for the repeal of certain provisions of law upon expiration thereof

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

1 Section 1. Short title. This act shall be known and may be cited as  
2 the "artificial intelligence workforce impact transparency act".

3 § 2. Legislative findings and intent. The legislature finds and  
4 declares that:

5 1. Artificial intelligence (AI) and automation technologies are trans-  
6 forming industries and workplaces at an unprecedented pace.

7 2. While innovation offers significant productivity gains, it also  
8 carries risks of workforce displacement and requires responsive public  
9 policy.

10 3. The existing worker adjustment and retraining notification (WARN)  
11 act provides notice and data on large-scale layoffs but does not  
12 currently identify whether job losses are linked to automation or AI.

13 4. Collecting and publishing this information will allow New York  
14 state to better understand technological impacts on its workforce,  
15 inform future retraining programs, and guide equitable AI policy devel-  
16 opment.

17 It is therefore the intent of the legislature to amend the labor law  
18 to require employers to disclose whether layoffs subject to WARN are  
19 due, in whole or in part, to automation or AI deployment.

20 § 3. Paragraphs (d) and (e) of subdivision 1 of section 860-b of the  
21 labor law, as amended by chapter 86 of the laws of 2021, are amended and  
22 a new paragraph (f) is added to read as follows:

23 (d) the chief elected official of the unit or units of local govern-  
24 ment and the school district or districts for the locality of the site

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

LBD14156-01-5

1 of employment at which the mass layoff, relocation or employment loss  
2 will occur; ~~and~~

3 (e) each locality which provides police, firefighting, emergency  
4 medical or ambulance services or other emergency services to the site of  
5 employment within which such mass layoff, relocation, or employment loss  
6 will occur, as applicable~~[-]~~; ~~and~~

7 (f) (i) Each notice required under this section shall include a state-  
8 ment indicating whether the employment losses described are the result,  
9 in whole or in part, of the introduction, expansion, or adoption of  
10 artificial intelligence (AI) systems, automation technologies, or  
11 machine-based processes that have replaced or materially altered the  
12 duties of affected employees.

13 (ii) Such statement shall also include, to the extent known by the  
14 employer at the time of notice:

15 (A) The estimated percentage of positions affected due to such auto-  
16 mation or AI integration; and

17 (B) A brief description of the technology or process that contributed  
18 to the reduction.

19 § 4. 1. The commissioner of labor shall maintain a database of reports  
20 submitted under paragraph (f) of subdivision 1 of section 860-b of the  
21 labor law.

22 2. Such commissioner shall prepare and publish quarterly summaries  
23 analyzing the number, sector, and location of workforce reductions iden-  
24 tified as resulting from AI or automation.

25 3. Such reports shall be made publicly available on the department of  
26 labor's website and shared with the department of economic development  
27 for use in workforce innovation planning and retraining programs.

28 § 5. 1. The department of labor shall, within 180 days of the effec-  
29 tive date of this act, establish a two-year pilot program known as the  
30 AI Innovation and Workforce Tracking Initiative.

31 2. The program shall evaluate compliance, data accuracy, and policy  
32 impacts of the reporting requirement, and issue a report to the governor  
33 and the legislature within 90 days after completion of the pilot period  
34 established pursuant to subdivision one of this section.

35 3. The commissioner of labor may promulgate such rules and regulations  
36 as necessary to implement the provisions of this act.

37 § 6. Severability. If any provision of this act or its application to  
38 any person or circumstance is held invalid, the remainder of the act or  
39 the application of the provision to other persons or circumstances shall  
40 not be affected.

41 § 7. This act shall take effect on the one hundred eightieth day after  
42 it shall have become a law; provided however that the provisions of  
43 section five of this act shall expire and be deemed repealed two years  
44 after such date. Effective immediately, the addition, amendment and/or  
45 repeal of any rule or regulation necessary for the implementation of  
46 this act on its effective date are authorized to be made and completed  
47 on or before such effective date.