

# 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5 and A. 8295-D, is REPEALED.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10 and A. 8295-D, is REPEALED.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14 lative bills numbers S. 7599-C and A. 8295-D, is REPEALED.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

1 employees pursuant to an existing collective bargaining agreement, or  
2 (ii) the existing representational relationships among employee organ-  
3 izations or the bargaining relationships between the employer and an  
4 employee organization.

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

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

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

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

28 14. (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 (i) the existing rights of employees pursuant to a collective  
31 bargaining agreement; or (ii) the existing representational relation-  
32 ships among employee organizations or the bargaining relationships  
33 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

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

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

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

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

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

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

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

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

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

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

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

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

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

32 § 16. Section 115 of the education law, as added by a chapter of the  
 33 laws of 2025 amending the state technology law, the education law and  
 34 the civil service law relating to automated decision-making by govern-  
 35 ment agencies, as proposed in legislative bills numbers S. 7599-C and A.  
 36 8295-D, is REPEALED.

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

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

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

53 (a) sections one, two, three, four, five, six, seven, eight, nine,  
 54 ten, eleven, twelve, thirteen, fourteen, fifteen and sixteen shall take  
 55 effect on the same date and in the same manner as a chapter of the laws  
 56 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.