

50-State AI and Employment Law Tracker

Every state, local, and federal law, regulation, and active bill governing employer use of artificial intelligence in the employment relationship — in plain English, with primary sources.

Current through August 28, 2026 · 52 jurisdictions · 88 laws, bills & agency actions tracked

Maintained by Carlton Fields' Labor & Employment and IP, Data & Technology practice groups

Live version: theworkplaceahead.com · Contact: aitracker@carltonfields.com

Federal Landscape

EEOC — Title VII / ADA/PWFA/ADEA Application to AI

REGULATORY GUIDANCE

29 C.F.R. Part 1607 (Uniform Guidelines); EEOC technical assistance (removed 2025)

Earlier EEOC technical assistance documents on AI were removed in January 2025 and remain off the EEOC website. On June 4, 2026, the EEOC voted 2-1 (Lucas and Panuccio for; Kotagal dissenting) to release a new National Enforcement Plan for FY 2025-2029, replacing the Biden-era SEP. The new NEP de-emphasizes disparate impact and does not identify AI hiring as a standalone enforcement priority. The substantive law — Title VII, ADA, ADEA, Uniform Guidelines on Employee Selection Procedures — continues to apply unchanged.

EFFECTIVE	Ongoing
PRIVATE RIGHT OF ACTION	Yes
OBLIGATIONS	Anti-discrimination duty, Validation, Reasonable accommodation
SOURCE	EEOC · New National Enforcement Plan FY 2025-2029 (June 4, 2026)

NLRB — Electronic Monitoring & Algorithmic Management (GC 23-02 rescinded)

GUIDANCE RESCINDED

NLRB GC 23-02 (Oct. 31, 2022) — RESCINDED by GC Memo 25-05 (Feb. 14, 2025); current GC Crystal S. Carey

GC 23-02 (Abruzzo) was formally rescinded by Acting GC William B. Cowen on February 14, 2025 via GC Memo 25-05. Crystal S. Carey (Morgan Lewis) is now the confirmed General Counsel. Her three 2026 memos (GC 26-01, 26-02, 26-03) address docketing, operational priorities, and case handling — none address AI or electronic monitoring. AI/surveillance is not a current NLRB enforcement priority.

EFFECTIVE	Rescinded Feb. 14, 2025
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Section 7 protections, No interference with concerted activity
SOURCE	NLRB · General Counsel Memos

OFCCP — AI & EEO for Federal Contractors

REGULATORY GUIDANCE

OFCCP Guidance (April 29, 2024)

The April 2024 OFCCP AI guidance was issued under Biden EO 14110, which was revoked on January 20, 2025. President Trump’s EO 14173 (Jan. 21, 2025) revoked EO 11246 and directed OFCCP to immediately cease holding federal contractors responsible for EO 11246-based affirmative action. OFCCP’s scope is now limited to Section 503 (disability) and VEVRAA (veterans) affirmative action obligations. The 2024 OFCCP AI guidance has not been formally withdrawn but its underlying authority has been revoked. No new AI guidance and no AI enforcement actions in 2026.

EFFECTIVE	April 29, 2024
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Recordkeeping, Validation, Adverse-impact analysis
SOURCE	DOL · OFCCP

FTC — Section 5 Enforcement on AI Claims

REGULATORY GUIDANCE

15 U.S.C. § 45 (FTC Act); FTC AI compliance plan

FTC posture has shifted under the current administration. The 2024 consent order against Rytr was set aside on December 22, 2025, signaling a step back from Biden-era AI deception cases. The FTC has stated it will still pursue companies that mislead consumers about generative AI capabilities. Trump’s December 2025 AI EO directed the FTC to issue a policy statement on FTC Act Section 5 application to AI models and state-law preemption; the resulting proposed policy statement, “Suppression of Accuracy in Artificial Intelligence Systems,” was published July 7, 2026 (91 Fed. Reg. 41638), and the comment period closed July 31, 2026 with no extension — commenters included CTA, the ACLU, NCLC, EFF, and the Consumer Federation of America. No final statement, withdrawal, or enforcement action under the proposed statement had issued as of August 28, 2026.

EFFECTIVE	Ongoing
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Truthful marketing, Substantiation
SOURCE	FTC · Artificial Intelligence

Federal AI Legislation & Preemption Landscape

POLICY LANDSCAPE

H.R. 1 (One Big Beautiful Bill Act) AI moratorium stripped; White House AI Legislative Framework (Mar. 20, 2026); EO of June 2, 2026 (Promoting Advanced AI Innovation and Security); Great American AI Act (discussion draft, June 4, 2026); FRONTIER Act, H.R. 9925 (introduced July 23, 2026)

The 10-year federal moratorium on state AI regulation included in the House-passed reconciliation bill was stripped by the Senate 99-1 on July 1, 2025 (Cantwell-Blackburn amendment). The reconciliation bill was signed July 4, 2025 without the moratorium; states retain authority. The March 20, 2026 White House AI Legislative Framework is advisory only. On July 7, 2026, the FTC published a proposed policy statement, “Suppression of Accuracy in Artificial Intelligence Systems” (91 Fed. Reg. 41638, File No. P264200), asserting that steering AI outputs to comply with state laws — expressly citing Colorado’s revised AI Act — may constitute deception under FTC Act § 5; the comment period closed July 31, 2026 without extension, and no final statement had issued as of August 28, 2026. It is a policy statement, not a rule, but it signals an implied-preemption strategy against state AI regimes. The June 2, 2026 AI EO (“Promoting Advanced AI Innovation and Security”) addresses federal cybersecurity and frontier model security; it does not affect employment AI. The DOJ AI Litigation Task Force is operational; it has not sued any state over an AI employment law, but DOJ intervened in support of x.AI’s constitutional challenge to Colorado’s former AI Act (x.AI v. Weiser, D. Colo.) on April 24, 2026. On the legislative side, the bipartisan Great American AI Act discussion draft (released June 4, 2026 by Reps. Obernolte (R-CA) and Trahan (D-MA)) proposes a three-year preemption limited to state laws specifically regulating AI model development — by its terms it would not reach post-deployment or generally applicable state laws, which is where most AI employment statutes sit — alongside workforce-transition and AI-whistleblower provisions; it has not been introduced as a bill. The narrower FRONTIER Act (H.R. 9925) was formally introduced July 23, 2026.

EFFECTIVE	Ongoing
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Monitor federal preemption developments, Monitor DOJ AI Litigation Task Force suits against state laws
SOURCE	White House · June 2, 2026 AI Executive Order

AI Hiring & Workforce Litigation Watch — Mobley v. Workday; Kistler v. Eightfold; Doe 1 v. Meta

ACTIVE LITIGATION — WATCH

Mobley v. Workday, Inc., N.D. Cal. No. 3:23-cv-00770-RFL; Kistler v. Eightfold AI Inc., N.D. Cal. No. 3:26-cv-01768-LB (removed from Contra Costa Sup. Ct. No. C26-00214); Doe 1 v. Meta Platforms, Inc., N.D. Cal. No. 3:26-cv-07122-WHO

Mobley v. Workday is on track as a nationwide collective action alleging Workday’s AI screening tool produces age-discriminatory outcomes. On March 6, 2026, the court rejected Workday’s argument that ADEA does not cover applicants. On May 29, 2026, Magistrate Judge Beeler issued a discovery order (ECF 340) holding that attorney-client privilege protects the bias-testing data Workday’s attorneys curated for legal advice — testing conducted outside counsel’s direction may not be — while the same order compelled production of Workday’s EEO-1/OFCCP documents; plaintiffs’ motion to compel customer applicant data was denied. On June 22, 2026, Judge Lin largely denied Workday’s motion to dismiss/strike the Third Amended Complaint, permitting disability proxy-indicator theories (e.g., employment gaps) to proceed and signaling that California anti-discrimination law may reach non-California applicants; strikes were adopted as modified on July 1, 2026, with a clean Fourth Amended Complaint ordered and Workday’s answer due July 15; on July 13, 2026, the court extended the class-certification schedule two months after Workday produced internal bias-evaluation reports. Kistler v. Eightfold AI (filed Jan. 20, 2026 by Outten & Golden LLP and Towards Justice) advances a novel FCRA theory — that AI hiring platforms operate as unregistered consumer reporting agencies. Eightfold removed the case to the Northern District of California on March 2, 2026; the fully briefed motion to dismiss was taken under submission on the papers July 24, 2026, and no ruling had issued as of August 28, 2026. Doe 1 v. Meta Platforms (filed July 13, 2026) is the first federal challenge to AI-assisted layoff selection: twenty-six employees who took or requested protected leave allege Meta’s AI performance and monitoring tools selected them for the ~8,000-employee “AI-first” RIF. Judge Orrick denied a TRO on July 17, 2026, finding serious questions on the merits but that the economic harms are compensable; the court found the four visa-dependent plaintiffs’ potential immigration harms could be irreparable and ordered Meta to explain their selection by July 23, 2026. The merits are headed to private arbitration. At the August 24, 2026 preliminary-injunction hearing, Judge Orrick said the record did not persuade him plaintiffs are likely to succeed and pointed the claims to arbitration; the injunction is reported denied, though no written order had publicly posted as of August 28, 2026.

EFFECTIVE	Active
PRIVATE RIGHT OF ACTION	Yes
OBLIGATIONS	Vendor diligence, Recordkeeping, Document retention
SOURCE	CourtListener · Mobley v. Workday, No. 3:23-cv-00770-RFL (N.D. Cal.) — docket

Alaska

AI Deepfake Disclosure & State-Agency AI Notice Act

FAILED / VETOED

S.B. 177, 33d Leg., 1st Sess. (Alaska 2023)

This bill would have required state agencies using AI to conduct video-interview screening of prospective employees to give notice and obtain consent, alongside separate deepfake-disclosure rules for campaign communications. It died in the Senate Finance Committee at the end of the 2023-2024 legislative session and has not been reintroduced.

EFFECTIVE	N/A — died in committee
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Notice, Consent
SOURCE	Alaska State Legislature · SB 177 (33rd Leg.)

Arizona

Digital Impersonation Civil Action Statute

ENACTED & EFFECTIVE

Ariz. Rev. Stat. § 16-1023 (created by H.B. 2394 (2024); note that a separate, election-related § 16-1023 enacted the same session creates a codification collision)

Arizona's digital-impersonation statute lets a person harmed by a deceptive AI-generated media impersonation seek declaratory and injunctive relief; the preliminary-relief factors expressly include significant personal or financial hardship, including loss of employment opportunities. It applies broadly to any person or entity creating or distributing a harmful digital impersonation, not solely employers, so businesses should treat it as a litigation-exposure statute for deepfake content touching job candidates or employees.

EFFECTIVE	May 21, 2024 (emergency measure)
PRIVATE RIGHT OF ACTION	Yes
OBLIGATIONS	—
SOURCE	Arizona State Legislature · A.R.S. § 16-1023

Arkansas

Public-Sector AI/Automated-Decision Policy Requirement

ENACTED & EFFECTIVE

Ark. Code Ann. § 25-1-128 (2025) (amended by Act 848 of 2025)

Arkansas requires every state agency, political subdivision, and school district to adopt a written policy governing artificial intelligence and automated-decision tools before deploying them, including in personnel-related contexts. A human employee or designee must make the final decision – AI output alone cannot be the basis for an official action. Only public-sector entities are covered; private employers have no obligations under this statute.

EFFECTIVE	Effective 2025 (Act 848)
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Human review
SOURCE	Arkansas General Assembly · HB 1958 / Act 848 of 2025

California

FEHA Automated-Decision Systems Regulations

ENACTED & EFFECTIVE

Cal. Code Regs. tit. 2, §§ 11008, 11017, 11070 et seq. (Civil Rights Council, 2025)

Sweeps in any automated decision system, not just generative AI. Imposes a four-fifths-rule analysis duty, prohibits use of selection criteria with disproportionate adverse impact unless job-related and consistent with business necessity, and extends liability to vendors acting as agents.

EFFECTIVE	October 1, 2025
PRIVATE RIGHT OF ACTION	Yes
OBLIGATIONS	Bias audit, Recordkeeping, Anti-discrimination duty, Vendor oversight
SOURCE	California Civil Rights Department

CCPA/CPRA Automated-Decisionmaking Technology Regulations

ENACTED & EFFECTIVE

Cal. Civ. Code §§ 1798.140 et seq.; CPPA ADMT regs (final 2025)

Layered atop the FEHA ADS rules, the CPPA's ADMT regulations create privacy-side compliance obligations for the same employer AI uses. The regulations took effect January 1, 2026; businesses using ADMT for significant decisions before that date have until January 1, 2027 to comply with the ADMT-specific notice, opt-out, and access requirements.

EFFECTIVE	January 1, 2026 (employer ADMT compliance deadline January 1, 2027)
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Pre-use notice, Risk assessment, Right to opt-out (with exceptions), Right to access decision logic
SOURCE	California Privacy Protection Agency · CCPA Updates

Executive Order N-6-26 — AI Workforce Impact Review

GUIDANCE / EXECUTIVE ACTION

Cal. Exec. Order N-6-26 (May 21, 2026)

Governor Newsom's order directs the Labor and Workforce Development Agency, GO-Biz, and Department of Finance to study AI's effects on employment, update WARN Act practices, and build an AI employment-impact dashboard using EDD unemployment insurance data. It also requires state agencies to consult with labor organizations and employer groups on AI and collective bargaining and to deliver a dislocated-worker AI playbook by October 15, 2026, so it sets a policy-development timeline rather than new employer obligations.

EFFECTIVE	May 21, 2026 (directive; not codified)
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Displacement
SOURCE	Office of Governor Gavin Newsom · Executive Order N-6-26

Generative AI Accountability Act — State Policy Findings

ENACTED & EFFECTIVE

Cal. Gov't Code § 11549.63 (enacted by 2024 Cal. Stats. ch. 928 (S.B. 896))

This code section sets legislative findings on generative AI risks — including discrimination and workforce displacement — and directs state entities toward risk-management and transparency practices before deploying GenAI tools. It functions as policy guidance embedded in statute for state government GenAI use rather than a private-employer mandate.

EFFECTIVE	January 1, 2025
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Displacement
SOURCE	California Legislative Information · SB 896 (Ch. 928, Stats. 2024)

Digital Replica Employment Contract Protections

ENACTED & EFFECTIVE

Cal. Lab. Code § 927 (enacted by 2024 Cal. Stats. ch. 259 (A.B. 2602))

Section 927 voids contract clauses that let an employer use a digital replica of a worker's voice or likeness in place of in-person work, unless the contract reasonably describes the intended uses or the worker was represented by counsel or a union in negotiating the term. It targets AI voice/likeness replacement clauses in performer and worker agreements and requires specificity and bargaining-power safeguards before such clauses are enforceable.

EFFECTIVE	January 1, 2025
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PRIVATE RIGHT OF ACTION	No
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OBLIGATIONS	—
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SOURCE	California Legislative Information · AB 2602 (Ch. 259, Stats. 2024)
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Workplace AI Decision Notice Act

PENDING — STALLED

A.B. 1898, 2025-2026 Reg. Sess. (Cal. 2026)

AB 1898 would require California employers to give workers written notice when an AI tool is used to make or materially inform an employment decision, and to maintain an updated annual list of the AI tools in use. The bill has stalled: the Assembly Appropriations Committee placed it on hold under submission in May 2026, and it did not move again before the current session's active work concluded, though it remained technically alive in the 2025-26 session; it had not moved as of August 28, 2026, with the session ending August 31.

EFFECTIVE	Not yet effective — bill not enacted
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PRIVATE RIGHT OF ACTION	Tbd
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OBLIGATIONS	Notice
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SOURCE	California Legislative Information · AB 1898 (2025-2026)
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Workplace Surveillance Tools Act

PENDING — ACTIVE

A.B. 1883, 2025-2026 Reg. Sess. (Cal. 2026)

AB 1883 (Bryan) would regulate employer use of workplace surveillance tools — including AI-driven monitoring — imposing notice obligations and use limitations on covered tools. It passed the Assembly 52-12 on May 27, 2026, cleared Senate Appropriations 5-2 (do pass as amended) on August 13, 2026, was amended August 21, and was ordered to Senate third reading on August 24, 2026 — awaiting a final Senate floor vote before the session ends August 31.

EFFECTIVE	Not yet effective — bill not enacted
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PRIVATE RIGHT OF ACTION	Tbd
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OBLIGATIONS	Notice
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SOURCE	California Legislative Information · AB 1883 (2025-2026)
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Public-Employer Generative AI Union Notice Bill

PENDING — ENROLLED

A.B. 2656, 2025-2026 Reg. Sess. (Cal. 2026)

AB 2656 (Petrie-Norris) would require public employers to give recognized employee organizations at least 45 days' written notice before deploying generative artificial intelligence in a represented job classification. It cleared Senate Appropriations 7-0 on August 13, 2026, passed the Senate on August 24, and the Assembly concurred in the Senate amendments 74-2 on August 25, 2026; the bill was enrolled August 27, 2026 and is before Governor Newsom.

EFFECTIVE	Not yet effective — enrolled and before the Governor
PRIVATE RIGHT OF ACTION	Tbd
OBLIGATIONS	Notice
SOURCE	California Legislative Information · AB 2656 (2025-2026)

AI in Education Model Policy Mandate

ENACTED & EFFECTIVE

Cal. Educ. Code § 33328.5 (enacted by 2024 Cal. Stats. (S.B. 1288))

This statute required the California Department of Education to issue guidance and a model policy ensuring AI is not used to negatively affect educators' jobs or working conditions, with a report to the Legislature due by January 1, 2027. CDE posted the required model policy on June 25, 2026, meeting the statutory July 1, 2026 deadline; the provision sunsets December 31, 2031.

EFFECTIVE	January 1, 2026 (model policy delivered June 25, 2026)
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	—
SOURCE	California Legislative Information · SB 1288 (2024) / Cal. Educ. Code § 33328.5

Healthcare Worker Clinical AI Override Protection Act

PENDING — ACTIVE

A.B. 2575, 2025-2026 Reg. Sess. (Cal. 2026)

AB 2575 would bar AI developers from using a healthcare worker's failure to override a clinical decision-support tool as a liability defense, require written notice of the AI tool's details to workers, and protect workers from retaliation whether they override or comply with an AI-generated clinical recommendation. Sponsored by Assemblymember Liz Ortega with the California Nurses Association, it passed the Assembly, cleared Senate Appropriations on August 13, 2026, was amended August 13 and 21, and was ordered to Senate third reading on August 24, 2026 — awaiting a final Senate floor vote before the session ends August 31.

EFFECTIVE	Not yet effective — bill not enacted
PRIVATE RIGHT OF ACTION	Tbd
OBLIGATIONS	Notice
SOURCE	California Legislative Information · AB 2575 (2025-2026)

Public School Employee Natural-Person Requirement Act

ENACTED, NOT YET EFFECTIVE

A.B. 2148, 2025-2026 Reg. Sess. (Cal. 2026), ch. 45, Stats. 2026

As enacted, AB 2148 defines "public school employee" and "contractor providing services in a public school" to mean a natural person, preventing school districts from using an AI system to fill a role the Education Code reserves for a human — this is narrower than the bill's original draft, which would have restricted broader AI/ed-tech use and barred AI-based employment decisions before being substantially amended. Governor Newsom signed it June 30, 2026; it takes effect January 1, 2027.

EFFECTIVE	January 1, 2027
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	—
SOURCE	California Legislative Information · AB 2148 (Ch. 45, Stats. 2026)

California Worker Technological Displacement Act

PENDING — ACTIVE

S.B. 951, 2025-2026 Reg. Sess. (Cal. 2026)

SB 951 would amend the Cal-WARN Act to require 90 days' advance notice to affected workers and the EDD before an AI- or automation-driven layoff hitting 25 or more workers or 25% of the workforce, identifying the AI system, vendor, and job functions automated; employers with 100+ workers would owe a right of first bid on other openings, with back-pay liability, civil penalties, and a private right of action. Sponsored by Sen. Eloise Gómez Reyes, it passed the full Senate 28-9 on May 20, 2026, cleared Assembly Appropriations 10-3 on August 13, 2026, and was amended in the Assembly on August 13 and 21 — awaiting a final Assembly floor vote before the session ends August 31.

EFFECTIVE	Not yet effective — bill not enacted
PRIVATE RIGHT OF ACTION	Yes
OBLIGATIONS	Notice, Displacement
SOURCE	California Legislative Information · SB 951 (2025-2026)

No Robo Bosses Act of 2026

PENDING — ACTIVE

S.B. 947, 2025-2026 Reg. Sess. (Cal. 2026)

SB 947, reintroduced by Sen. Jerry McNerney after Governor Newsom vetoed its predecessor (SB 7) in 2025, would bar employers from relying solely on an automated decision system to discharge, discipline, or demote a worker, require human oversight and independent verification, and give workers a right to request 12 months of the ADS's decision data. It passed the Senate 29-9 on May 20, 2026, cleared Assembly Appropriations 10-4 on August 13, 2026, and was read a third time and amended on August 21, 2026 — awaiting a final Assembly floor vote before the session ends August 31.

EFFECTIVE	Not yet effective — bill not enacted
PRIVATE RIGHT OF ACTION	Yes
OBLIGATIONS	Human review
SOURCE	California Legislative Information · SB 947 (2025-2026)

Colorado

Automated Decision-Making Technology in Consequential Decisions Act (SB 26-189)

ENACTED, NOT YET EFFECTIVE

SB 26-189 (2026); repeals and replaces SB 24-205 (former Colorado AI Act)

On May 14, 2026, Governor Polis signed SB 26-189, repealing the original Colorado AI Act (SB 24-205) and replacing it with a narrower transparency framework. The new law replaces mandatory impact assessments and risk-management programs with a notice-correction-human-review regime, centralizes enforcement with the AG, and requires AG rulemaking by January 1, 2027. SB 25-318 (the 2025 narrowing bill) is dead. On August 11, 2026, the Colorado Department of Law filed a Notice of Proposed Rulemaking with draft ADMT and Chatbot Safety Act rules at 4 CCR 904-6: written comments run August 11 through October 26, 2026 (comments proposing revisions are best filed by September 4, 2026), with a hybrid rulemaking hearing set for Monday, October 26, 2026, at 10:00 AM. The x.AI v. Weiser challenge to the former CAIA is not simply mooted — the April 27, 2026 stay order requires xAI to file its preliminary-injunction motion (and any amended complaint) within 28 days after final adoption of these rules, so the August 11 filing started the clock that will reactivate the case (DOJ intervened April 24, 2026).

EFFECTIVE	January 1, 2027 (AG proposed rules filed Aug. 11, 2026; rulemaking hearing Oct. 26, 2026)
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Pre-decision notice, Post-adverse-decision disclosure (within 30 days), Correction rights, Meaningful human review, Recordkeeping
SOURCE	Colorado General Assembly · SB 26-189

Connecticut

Connecticut Artificial Intelligence Responsibility and Transparency Act (CAITRTA)

ENACTED, NOT YET EFFECTIVE

SB 5 (2026), Public Act No. 26-15; to be codified in Conn. Gen. Stat.

On April 21, 2026, the Connecticut Senate passed SB 5 by 32-4; the House passed it 131-17 on May 1, 2026; Governor Lamont signed it on May 27, 2026 (Public Act No. 26-15; announced June 2). CAITRTA is a 74-page omnibus AI law with significant employer obligations layered into a broader developer-disclosure and AI-policy-office framework. Successor to the failed SB 1249 (2025 session).

EFFECTIVE	Developer disclosure & whistleblower: October 1, 2026; Employer AERDT obligations: October 1, 2027
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Pre-decision plain-language disclosure, Post-adverse-decision written explanation, Opt-out rights, AI-related RIF notice, No AI-as-defense in discrimination claims
SOURCE	CT General Assembly · SB 5 Status (2026)

Automated Decision Systems Protections for Employees

FAILED / VETOED

S.B. 435, 2026 Gen. Assemb., Reg. Sess. (Conn. 2026)

This bill would have required employers to give notice before using AI or automated decision systems in hiring, discipline, and performance decisions, and would have mandated bias audits and a registry of approved auditors. It cleared the Labor and Judiciary committees and was tabled for the Senate calendar, but the full Senate never voted on it before the legislature adjourned May 6, 2026, so it did not become law. Some related disclosure concepts for AI in employment were addressed separately in the broader AI omnibus law, Public Act 26-15 (SB 5), but SB 435 itself died.

EFFECTIVE	N/A — did not pass before adjournment
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Bias audit, Notice
SOURCE	Connecticut General Assembly · SB 435 (2026) Bill Status

Troops-to-Trades AI Workforce Matching Study

FAILED / VETOED

H.B. 5409, 2026 Gen. Assemb., Reg. Sess. (Conn. 2026)

This bill directed a study of using AI-based tools to match transitioning military service members with skilled-trades job and apprenticeship opportunities in Connecticut. It received a favorable report from the Veterans' and Military Affairs Committee and was tabled for the House calendar, but never received a floor vote before the session ended May 6, 2026. It has no direct compliance impact on employers and is not expected to be reintroduced in its current form.

EFFECTIVE	N/A — did not pass before adjournment
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	—
SOURCE	Connecticut General Assembly · HB 5409 (2026) Bill Status

Workforce and Productivity Gap Surcharge on AI-Displacing Employers

FAILED / VETOED

S.B. 515, 2026 Gen. Assemb., Reg. Sess. (Conn. 2026)

This bill would have directed Connecticut's Office of Policy and Management to design a "workforce and productivity gap surcharge" — effectively a tax on employers that lay off workers while deploying AI or automation that displaces them, paired with a tax exemption for firms that retain workers while boosting productivity. It passed the Finance, Revenue and Bonding Committee 34-20 in early April 2026 but was never brought to a floor vote before the legislature adjourned May 6, 2026, so it did not become law.

EFFECTIVE	N/A — did not pass before adjournment
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Displacement
SOURCE	Connecticut General Assembly · SB 515 (2026) Bill Status

Georgia

State Agency AI Personnel-Decision Notice Act

FAILED / VETOED

H.B. 1351, 2025-2026 Reg. Sess. (Ga. 2026) (failed)

HB 1351 would have required Georgia state agencies to notify employees when AI is used in personnel matters and to issue a disclaimer about that use. The bill received only a House second reading on February 19, 2026, and saw no further movement before the General Assembly adjourned sine die on April 2, 2026, so it died with the session and would need to be reintroduced.

EFFECTIVE	N/A — session ended without passage
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Notice
SOURCE	LegiScan · Georgia HB 1351 (2025-2026)

Hawaii

Hawaii Artificial Intelligence Advisory Council Act

FAILED / VETOED

H.B. 1384, H.D. 1, 33d Leg., Reg. Sess. (Haw. 2025-2026)

HB 1384 would have created a state AI Advisory Council to study AI's labor-market impact and recommend workforce policy, including protections for public employees. The House Economic Development Committee amended the bill's effective date to "July 1, 3000" — a placeholder Hawaii lawmakers use to signal a bill is not intended to advance that year — and though it was formally carried over into the 2026 regular session, it did not receive further hearings and died when the Legislature adjourned sine die on May 8, 2026 without passing it.

EFFECTIVE	N/A — did not pass before sine die
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	—
SOURCE	Hawaii State Legislature · HB 1384 Measure Status

Illinois

Illinois Human Rights Act AI Amendment

ENACTED & EFFECTIVE

HB 3773 (Public Act 103-0804), 775 ILCS 5/2-102

Treats AI-driven employment discrimination as a civil-rights violation under existing IHRA framework. Statute effective January 1, 2026. IDHR published proposed Subpart J implementing rules on May 15, 2026, but withdrew the rulemaking on June 2, 2026 – before the comment period closed – and canceled the June 10 hearing, citing the need for continued inter-agency collaboration. No revised rules or new timeline announced. The statutory obligations are unaffected by the rulemaking pause and remain fully enforceable.

EFFECTIVE	January 1, 2026
PRIVATE RIGHT OF ACTION	Yes
OBLIGATIONS	Notice, Anti-discrimination duty, Recordkeeping
SOURCE	Illinois General Assembly · Public Act 103-0804 (HB 3773)

Artificial Intelligence Video Interview Act

ENACTED & EFFECTIVE

820 ILCS 42

The original state AI hiring law. Predates the AEDT wave by years and remains in force alongside HB 3773. Covers AI evaluation of recorded video interviews specifically.

EFFECTIVE	January 1, 2020 (amended 2022)
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Notice, Consent, Limits on sharing, Destruction on request, Demographic reporting
SOURCE	Illinois General Assembly · 820 ILCS 42

Digital Voice and Likeness Protection Act

ENACTED & EFFECTIVE

815 ILCS 550/1 et seq. (enacted by P.A. 103-0830, eff. Aug. 9, 2024)

This Act voids provisions in personal- or professional-services agreements — including employment and talent contracts — that let a company create or use a digital voice or likeness replica in place of work the individual would have performed, unless the contract specifically describes the intended uses and the individual was represented by counsel or a union in negotiating those terms. It took effect immediately upon signing on August 9, 2024, and applies to agreements entered into after that date. Note the 2025 amendment (P.A. 104-282, eff. Jan. 1, 2026): the unenforceability rule in Section 10 now applies only as to new performances fixed on or after January 1, 2026.

EFFECTIVE	August 9, 2024 (effective immediately upon becoming law)
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	—
SOURCE	Illinois General Assembly · 815 ILCS 550

WARN Act Amendment — AI-Related Layoff Disclosure

PENDING — ACTIVE

S.B. 3571, 104th Ill. Gen. Assemb. (2026) (pending)

SB 3571 would amend the Illinois WARN Act to require covered employers to disclose in mass-layoff and plant-closing notices whether artificial intelligence contributed to the workforce reduction decision. The bill remains alive in the Senate, most recently re-referred to the Assignments Committee on May 22, 2026; because Illinois runs a two-year legislative biennium, it can still be acted on before the 104th General Assembly adjourns at the end of 2026.

EFFECTIVE	Not yet effective — bill pending in 104th General Assembly (2025-2026 biennium)
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Notice, Displacement
SOURCE	Illinois General Assembly · SB 3571

Surveillance-Based Wage and Price Discrimination Act

PENDING — STALLED

H.B. 4987, 104th Ill. Gen. Assemb. (2026) (pending)

HB 4987 would restrict employers' use of AI-driven surveillance data — such as productivity or behavioral monitoring — to set individualized wages for workers. The bill has stalled in the House Rules Committee since being re-referred there on March 27, 2026, with no committee hearing scheduled; it remains technically alive for the rest of the two-year session but has shown no forward momentum in months.

EFFECTIVE	Not yet effective — stalled in committee, 104th General Assembly (2025-2026 biennium)
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Monitoring restrictions
SOURCE	Illinois General Assembly · HB 4987 bill text (PDF)

Meaningful Human Control of Artificial Intelligence Act

PENDING – STALLED

H.B. 4980, 104th Ill. Gen. Assemb. (2026) (pending)

HB 4980 would require public employers using AI in employment decisions to maintain meaningful human review and conduct impact assessments, with enforcement by the Illinois Department of Labor and anti-retaliation protections for employees who raise concerns. The bill has been stuck in the House Rules Committee since April 17, 2026, and has not advanced since, though it technically remains pending for the rest of the biennium.

EFFECTIVE	Not yet effective – stalled in committee, 104th General Assembly (2025-2026 biennium)
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Impact assessment, Human review
SOURCE	LegiScan · Illinois HB 4980 (104th GA)

AI-in-Teacher-Evaluation Ban

ENACTED, NOT YET EFFECTIVE

105 ILCS 5/24A-5, as amended by S.B. 2909, 104th Ill. Gen. Assemb., P.A. 104-0565 (2026)

The original bill tracked for this slot, SB 1677, stalled after introduction and was superseded by SB 2909, which Governor Pritzker signed on July 10, 2026 as Public Act 104-0565. The enacted law bars evaluators from using AI to assign a numerical score or qualitative rating on any component of a teacher's performance evaluation and bars teachers from using AI to generate the evidence of practice used in their own evaluation, while still permitting AI for administrative support with disclosure to the teacher. It takes effect January 1, 2027, in time for the following school year's evaluation cycle.

EFFECTIVE	January 1, 2027
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Notice
SOURCE	Illinois General Assembly · SB 2909 (enacted as P.A. 104-0565)

Indiana

Automated Decision System Employment Disclosure Act

FAILED / VETOED

H.B. 1421, 2026 Reg. Sess. (Ind. 2026) (failed)

HB 1421 would have required Indiana employers using automated decision systems in employment decisions to disclose that use to affected individuals, conduct predeployment bias testing, and maintain meaningful human oversight. The bill was referred to the House Committee on Employment, Labor and Pensions on January 8, 2026 but was never given a hearing before the Indiana General Assembly adjourned on February 27, 2026, so it died with the session.

EFFECTIVE	N/A — session ended without passage
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Notice, Human review
SOURCE	Indiana General Assembly · HB 1421

Iowa

Workplace Automated Decision System Regulation Act

PENDING — ACTIVE

S.F. 2414, 91st Gen. Assemb. (Iowa 2026) (pending)

SF 2414 would regulate employer use of automated decision systems in hiring and other employment decisions. The bill was introduced and referred to the Senate Workforce Committee on February 19, 2026, with a subcommittee assigned on February 23, 2026, and has seen no action since; because Iowa's General Assembly runs a two-year biennium, the bill remains technically alive for the 2026 session, though it has been dormant for several months.

EFFECTIVE	Not yet effective — bill pending in 91st General Assembly (2025-2026 biennium)
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	—
SOURCE	Iowa Legislature · SF 2414

Louisiana

Employer Use of Artificial Intelligence Disclosure Act

FAILED / VETOED

H.B. 421, 2026 Reg. Sess. (La. 2026) (failed)

HB 421 (2026 Regular Session) would have required Louisiana employers to disclose their use of AI in employment decisions to affected workers. The bill was referred to the House Labor and Industrial Relations Committee on March 9, 2026 and never advanced further; it died when the Legislature adjourned sine die on June 1, 2026. Note this is a distinct bill from a similarly numbered HB 421 in the 2025 session, which was amended into HB 685 and is unrelated.

EFFECTIVE	N/A — session ended without passage
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Notice
SOURCE	Louisiana State Legislature · HB 421 (2026 RS)

Maryland

Use of Facial Recognition Service During Pre-Employment Interview

ENACTED & EFFECTIVE

Md. Labor & Empl. Code § 3-717

Narrow but binding: prohibits use of facial recognition during pre-employment interviews without applicant consent.

EFFECTIVE	October 1, 2020
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Consent
SOURCE	MD General Assembly · § 3-717

Automation Displacement Assessment & Retraining Fund

FAILED / VETOED

H.B. 314, 2026 Leg., Reg. Sess. (Md. 2026)

This bill would have required employers with 100+ Maryland employees to report annually on AI/automation-driven workforce reductions and pay a \$900-per-worker assessment (halvable with severance, retraining, or redeployment) into a new state Displaced Employee Retraining Fund, with steep penalties for noncompliance. Facing strong business-community opposition, the bill's sponsor withdrew it on February 17, 2026, before it received a committee vote, and it did not advance further in the session that ended April 13, 2026.

EFFECTIVE N/A — withdrawn by sponsor

PRIVATE RIGHT OF ACTION No

OBLIGATIONS Impact assessment, Displacement

SOURCE [Maryland General Assembly · HB 314 \(2026 Session\)](#)

Massachusetts

Act to Prevent Algorithmic Discrimination

PENDING — ACTIVE

S.D. 3007, 194th Gen. Court (Mass. 2025-2026) (proposed new MGL ch. 151G)

Cross-sector anti-discrimination bill covering hiring, pay, independent contracting, worker management, promotion, and termination. Filed June 26, 2025; referred to the Joint Committee on Advanced Information Technology Sept. 4, 2025, where it remains. Would require 90-day system audits, pre-use notice, an opt-out to human review, and joint-and-several liability with a private right of action (\$5,000 liquidated or actual damages plus fees).

EFFECTIVE TBD

PRIVATE RIGHT OF ACTION Yes

OBLIGATIONS Impact assessment, Notice, Human review, Anti-discrimination duty

SOURCE [MA Legislature · SD 3007 Docket](#)

Michigan

Automated Decision Tool and Electronic Monitoring Employment Act

PENDING — ACTIVE

H.B. 5579, 103rd Legislature (Mich. 2026) (pending)

HB 5579 would set standards for employer use of automated decision tools and electronic monitoring, requiring impact assessments, data retention, notice to employees and labor organizations, and creating civil remedies for violations. Introduced February 24, 2026 with 47 co-sponsors, it remains pending in the House Committee on Economic Competitiveness with no further action reported since; Michigan's Legislature operates on a two-year cycle, so the bill stays alive through the end of 2026.

EFFECTIVE	Not yet effective — bill pending in 103rd Legislature (2025-2026 biennium)
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Notice, Impact assessment, Recordkeeping, Monitoring restrictions
SOURCE	Michigan Legislature · HB 5579 (2026)

Minnesota

Safeguarding Human Intelligence and Employment in Labor Displacement Act

FAILED / VETOED

HF 4369 (2026 session)

Novel labor-displacement framework: 90-day advance notice and a paid transitional employment period (with employer-funded retraining) when AI displaces 25 or more workers — a WARN-style approach triggered by automation rather than mass layoffs. Introduced March 16, 2026; the Senate companion S.F. 4576 cleared Senate Labor on March 26 but neither chamber passed it before the May 18, 2026 adjournment. Died with the biennium; expect reintroduction in 2027.

EFFECTIVE	TBD
PRIVATE RIGHT OF ACTION	Tbd
OBLIGATIONS	90-day notice, Transitional employment period, Severance/retraining provisions
SOURCE	MN Revisor · HF 4369 Status

Employment Automated Decision System Accountability Act

FAILED / VETOED

S.F. 4689, 94th Minn. Legis. (2026) (failed)

SF 4689 would have imposed accountability requirements on employers' use of automated decision systems, including notice and bias-testing obligations. The bill reached a first engrossment and was re-referred to the Rules and Administration Committee on April 9, 2026, but saw no further action before the Minnesota Legislature adjourned on May 18, 2026, so it failed to pass this biennium's session.

EFFECTIVE	N/A — session ended without passage
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Notice
SOURCE	Minnesota Revisor of Statutes · SF 4689

AI in Hiring and Employment Decisions Act

FAILED / VETOED

S.F. 4686, 94th Minn. Legis. (2026) (failed)

SF 4686 would have regulated employer use of AI in hiring and other employment decisions. A committee reported the bill out to pass as amended and re-referred it to the State and Local Government Committee on April 7, 2026, but it did not receive further action before the Legislature's May 18, 2026 adjournment, so the bill failed for this session.

EFFECTIVE	N/A — session ended without passage
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	—
SOURCE	Minnesota Revisor of Statutes · SF 4686

AI Use in Employment Procedures Prohibition Act

FAILED / VETOED

H.F. 4537, 94th Minn. Legis. (2026) (failed)

HF 4537 would have prohibited certain uses of artificial intelligence in employment procedures. The bill was introduced and referred to the Judiciary Finance and Civil Law Committee on March 23, 2026, and never received a committee hearing before the Legislature adjourned on May 18, 2026, so it died with the session.

EFFECTIVE	N/A — session ended without passage
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	—
SOURCE	Minnesota Revisor of Statutes · HF 4537

Employer AI Transparency Act

FAILED / VETOED

S.F. 4576, 94th Minn. Legis. (2026) (failed)

SF 4576 would have imposed transparency obligations on employers using AI in workforce decisions. A committee reported the bill out to pass as amended and re-referred it to the State and Local Government Committee on April 7, 2026, the same pattern as SF 4686, but it received no further action before the Legislature adjourned on May 18, 2026, so it failed for the session.

EFFECTIVE	N/A — session ended without passage
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	—
SOURCE	Minnesota Revisor of Statutes · SF 4576

Mississippi

Mississippi Human Capital Supplemental Tax Act

FAILED / VETOED

H.B. 1810, 2026 Reg. Sess. (Miss. 2026) (failed)

HB 1810 would have imposed a supplemental tax on employers whose AI-driven workforce displacement exceeded a statutory threshold, with proceeds funding a worker transition fund. Referred to the Ways and Means Committee on January 30, 2026, the bill died in committee on February 25, 2026 and was never revived before the Mississippi Legislature's 2026 session ended.

EFFECTIVE	N/A — session ended without passage
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Displacement
SOURCE	Mississippi Legislature · HB 1810 (introduced text)

Nebraska

Employment Artificial Intelligence Accountability Act

FAILED / VETOED

L.B. 642, 109th Legis., 2d Sess. (Neb. 2026) (failed)

LB 642 would have imposed accountability and disclosure requirements on Nebraska employers using AI in employment decisions. The Legislature indefinitely postponed the bill on April 17, 2026, which under Nebraska's unicameral rules is a final, dispositive action that ends the bill for the biennium – the practical equivalent of a defeat.

EFFECTIVE	N/A – indefinitely postponed
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Notice
SOURCE	Nebraska Legislature · LB 642

New Jersey

NJ Law Against Discrimination – Disparate Impact / AI Rules

ENACTED & EFFECTIVE

N.J.A.C. 13:16 (Division on Civil Rights, final codification)

New Jersey AG has called these “the most comprehensive state-level disparate-impact regulations in the country.” They explicitly cover AI/algorithmic decisions affecting employment, lending, housing, and other LAD areas. DCR published March 2026 FAQs confirming the LAD covers vendor-supplied AI tools and that employers are responsible for discriminatory outcomes regardless of who developed the tool.

EFFECTIVE	December 15, 2025
PRIVATE RIGHT OF ACTION	Yes
OBLIGATIONS	Anti-discrimination duty, Recordkeeping, Validation of selection procedures
SOURCE	NJ AG · DCR Guidance on Algorithmic Discrimination

AI-Based Electronic Monitoring Regulation

PENDING — ACTIVE

A.B. 4981, 2026-2027 Leg., Reg. Sess. (N.J. 2026)

This bill would regulate employers' use of AI-based electronic monitoring tools, requiring impact assessments before deployment and imposing notice and data-use restrictions on employers who track employee activity with automated systems. It was introduced May 7, 2026, and referred to the Assembly Science, Innovation and Technology Committee, where it currently remains; because New Jersey's 2026-2027 legislative session runs through January 2027, the bill remains eligible for action and has not died.

EFFECTIVE	Session runs through January 2027; not yet enacted
PRIVATE RIGHT OF ACTION	Tbd
OBLIGATIONS	Notice, Impact assessment, Monitoring restrictions
SOURCE	New Jersey Legislature · A4981 (2026-2027 Session)

Independent Bias Audits for Automated Employment Decision Tools

PENDING — ACTIVE

A.B. 1021, 2026-2027 Leg., Reg. Sess. (N.J. 2026)

This bill would require employers and vendors using automated employment decision tools (AEDTs) — such as AI resume screeners or video-interview analysis tools — to obtain independent bias audits and would create related disclosure and demographic-reporting obligations, similar to New York City's Local Law 144. Introduced January 13, 2026, and referred to the Assembly Science, Innovation and Technology Committee, it remains pending; because New Jersey's session runs through January 2027, the bill is still alive and could advance or be amended.

EFFECTIVE	Session runs through January 2027; not yet enacted
PRIVATE RIGHT OF ACTION	Tbd
OBLIGATIONS	Bias audit, Notice
SOURCE	New Jersey Legislature · A1021 (2026-2027 Session)

New Mexico

Artificial Intelligence Act (high-risk AI in employment)

FAILED / VETOED

H.B. 60, 57th Leg., 1st Sess. (N.M. 2025)

HB 60 would have imposed developer and deployer obligations for high-risk AI systems used in consequential employment decisions, including impact assessments, disclosure duties, and a private right of action, enforced by the state Department of Justice. The House Judiciary Committee postponed it indefinitely on February 25, 2025, killing the bill for that session; a narrower successor, HB 141, was introduced in the 2026 30-day session but likewise failed to advance before that session adjourned February 19, 2026, so New Mexico currently has no enacted general AI employment statute.

EFFECTIVE	N/A — died in committee
PRIVATE RIGHT OF ACTION	Tbd
OBLIGATIONS	Notice, Impact assessment
SOURCE	New Mexico Legislature · HB 60 (2025 Reg. Sess.)

New York

NY AI in Hiring Disclosure (proposed)

PENDING — STALLED

S. 4394 / S4394A (2025-2026 session); A. 567 (2023-2024) dead

A statewide companion to NYC LL 144. A. 567 from the 2023-2024 session is dead (enacting clause stricken). The current successor, S. 4394 (amended to S4394A in December 2025), remained in the Senate Labor Committee with no floor action when the Legislature adjourned its regular session in June 2026. It technically survives until the two-year term ends December 31, 2026, but passage this term is unlikely; the Legislature instead sent A.9581-B/S.8706-B (AI workforce-impact reporting) to the Governor.

EFFECTIVE	TBD
PRIVATE RIGHT OF ACTION	Tbd
OBLIGATIONS	Notice, Bias audit, Recordkeeping
SOURCE	NY State Senate · S. 4394 (2025-2026)

Digital Replica Contracts Law (Gen. Oblig. § 5-302)

ENACTED & EFFECTIVE

N.Y. Gen. Oblig. Law § 5-302 (enacted by 2024 N.Y. Laws, S.7676-B)

This law voids contract clauses that let a company create and use an AI "digital replica" of a performer's voice or likeness in place of work they would otherwise do in person, unless the clause spells out the intended use and the individual was represented by a lawyer or union in negotiating it. It targets personal/professional services contracts (acting, voiceover, modeling, etc.) rather than office workers generally, but any employer that contracts for on-camera or vocal talent needs compliant contract language. There is no state-agency carve-out — it applies to private contracting parties.

EFFECTIVE	January 1, 2025 (applies to contracts entered into or modified on or after that date)
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	—
SOURCE	NY Senate · Laws of NY, Gen. Oblig. Law § 5-302

State Agency AEDT Disclosure Law (State Tech. Law § 402)

ENACTED & EFFECTIVE

N.Y. State Tech. Law § 402 (as added by 2025 N.Y. Laws, ch. 96, S.822)

This provision requires every New York state agency that uses an automated employment decision-making tool to publish, on its own website, a list of those tools along with a description, start date, and purpose — and to do so annually. It binds state agencies only; it does not create any obligation for private businesses. Employers should note it is distinct from, and predates, the broader LOADinG Act framework (Ch. 711/S.7599-C) and the later Ch. 86/S.8831 amendments.

EFFECTIVE	Effective December 21, 2025 (per statutory note); underlying Chapter 96 signed February 14, 2025
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Notice
SOURCE	NY Senate · Laws of NY, State Technology Law § 402

LOADinG Act Expansion — Government AI Accountability (Ch. 711/S.7599-C)

ENACTED & EFFECTIVE

2025 N.Y. Laws, ch. 711 (S.7599-C/A.8295-D), amending State Technology Law, Education Law & Civil Service Law

This law expands New York's 2024 LOADinG Act by requiring state agencies, and now also SUNY, CUNY, and public school districts, to disclose the automated decision-making tools they use, conduct and publish periodic impact assessments, and maintain a public inventory of AI systems. Critically for employers, it bars government bodies from using AI or automated decision-making to displace public employees, cut their hours, transfer their duties, or undermine existing collective bargaining agreements. It applies only to state and local government employers, not private businesses.

EFFECTIVE	Signed December 19, 2025; effective December 19, 2025 (approval memo no. 86)
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PRIVATE RIGHT OF ACTION	No
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OBLIGATIONS	Notice, Impact assessment, Displacement
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SOURCE	NY Senate · S.7599-C (2025) / Chapter 711 of 2025
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Government AI Employment Protections Expansion (Ch. 86/S.8831)

ENACTED & EFFECTIVE

2025-2026 N.Y. Laws, ch. 86 (S.8831/A.9487), amending State Technology Law, Education Law & Civil Service Law

This chapter amendment broadens the 2025 LOADinG Act expansion to reach more "covered entities" beyond core state agencies — including additional educational and local government bodies — and adds a new State Tech. Law § 402-a requiring covered entities to publish lists of automated employment decision-making tools "to the extent feasible." Contrary to some early commentary suggesting a delayed 2027 phase-in, the bill's own effective-date clause (Section 18) states the entire act "shall take effect immediately," with Sections 1-16 keyed to the already-effective December 2025 chapter (S.7599-C) — meaning there is no separate provision taking effect February 13, 2027; it also repeals the prior Article 5 of the State Technology Law and § 103-f, replacing them with the amended framework, and extends the sunset/repeal date to July 1, 2028. This remains government/public-employer-focused and imposes no direct obligations on private businesses.

EFFECTIVE	Approved and effective February 13, 2026 (Section 18: "take effect immediately")
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PRIVATE RIGHT OF ACTION	No
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OBLIGATIONS	—
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SOURCE	NY Senate · S.8831 bill text / Chapter 86 of 2026
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AI Workforce Impact Reporting Act (A.9581-B/S.8706-B)

PENDING — ACTIVE

N.Y. Assemb. B. 9581-B / N.Y. Senate B. 8706-B, 2025-2026 Reg. Sess.

This bill would require "covered businesses" — any business doing business in New York with more than 50 employees, or any publicly traded company regardless of size — to file annual reports with the state Department of Labor on how AI affected hiring, layoffs, hours, and unfilled positions in the prior year, plus their AI oversight and data-privacy practices. Note this is broader than the 100-employee/public-company threshold in some earlier trackers — the passed bill text sets the bar at more than 50 employees or any public company. It passed both the Assembly (6/3/2026) and Senate (6/4/2026) and was returned to the Assembly for delivery to Governor Hochul; as of August 28, 2026 it had not yet been delivered to the Governor, who will have 30 days to act once it is; non-compliance would carry a \$500/day penalty with a 90-day cure period.

EFFECTIVE	Not yet law; if enacted, effective immediately, with first DOL reports due March 1, 2027
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Displacement
SOURCE	NY State Senate · A.9581-B (same as S.8706-B)

AEDT Impact Assessment & Monitoring Recordkeeping Bill (S.10290)

PENDING — ACTIVE

N.Y. Senate B. 10290, 2025-2026 Reg. Sess.

This bill would bar New York employers and employment agencies from using electronic monitoring tools or automated employment decision tools to screen candidates or employees unless the tool has undergone an impact assessment within the past year, and would require advance notice to candidates along with recordkeeping and remedies for violations. It was introduced by Sen. Gonzalez on May 11, 2026 and referred to the Senate Labor Committee, where it remains without further action; because it saw 2026 legislative activity, it stays alive in the two-year session but has not advanced past committee. This would apply broadly to private employers, not just government.

EFFECTIVE	Not yet law; no effective date specified pending passage
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Notice, Impact assessment, Recordkeeping, Monitoring restrictions
SOURCE	NY State Senate · S.10290

Public-Employer AI Procurement Notice to Unions (A.11175)

PENDING — ACTIVE

N.Y. Assemb. B. 11175 / N.Y. Senate B. 10025, 2025-2026 Reg. Sess.

This bill would require state-level public employers to give any certified union representing their workers at least twelve months' advance notice before starting a procurement process to acquire or deploy a new AI system or application, and would require the employer to bargain with the union over the deployment. It applies only to public-sector employers and their unionized workforces, not private businesses. It was introduced by Assemblymember Bronson and referred to the Governmental Employees Committee on May 1, 2026, with no further action recorded since.

EFFECTIVE	Not yet law; bill text provides for effective date to be set upon passage
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Notice
SOURCE	NY State Senate · A.11175 (same as S.10025)

Written Notice of Automatic Data Systems in Employment (A.10251)

PENDING — ACTIVE

N.Y. Assemb. B. 10251, 2025-2026 Reg. Sess.

This bill would require any employer using an "automatic data system" (a broad term covering AI and algorithmic tools) in connection with employment decisions to provide employees or applicants with written notice that such a system is in use, and would create remedies for violations. Sponsored by Assemblymember Solages, it was introduced and referred to the Labor Committee on February 12, 2026, and has not advanced further. It would apply to private employers generally, without a size threshold specified in the current text.

EFFECTIVE	Not yet law; no effective date specified pending passage
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Notice
SOURCE	NY State Senate · A.10251

Transitional Wage Insurance for AI-Displaced Workers (A.10183)

PENDING — ACTIVE

N.Y. Assemb. B. 10183, 2025-2026 Reg. Sess.

This bill would create a Transitional Wage Insurance Program run by the state Department of Labor, providing supplemental payments of up to \$10,000 over 104 weeks to workers who lose their jobs to automation or AI and then accept new work at lower pay. It is a worker-benefits program funded and administered by the state rather than a direct compliance mandate on employers, though employers may be asked to document AI-driven displacement for claims purposes. Sponsored by Assemblymember Lasher, it was introduced and referred to the Labor Committee on February 12, 2026, with no further action since.

EFFECTIVE	Not yet law; if enacted, would take effect 180 days after becoming law
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Displacement
SOURCE	NY State Senate · A.10183

Meaningful Human Review of Automated Employment Decisions (A.9601)

PENDING — ACTIVE

N.Y. Assemb. B. 9601, 2025-2026 Reg. Sess.

This bill would prohibit New York employers from using automated systems to screen candidates or make final hiring decisions without meaningful human review, bar denying employment solely on an automated recommendation, and require employers to notify applicants when such a system is used and explain the human reviewer's role. Applicants who receive an adverse automated decision could request a human-conducted review, and the Labor Commissioner would have enforcement authority including fines. Sponsored by Assemblymember Hooks, it was introduced and referred to the Labor Committee on January 21, 2026, with no further movement since.

EFFECTIVE	Not yet law; if enacted, would take effect immediately
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Notice, Human review
SOURCE	NY State Senate · A.9601

Automation Displacement Protection Act (S.8589-C)

PENDING — ACTIVE

N.Y. Senate B. 8589-C / N.Y. Assemb. B. 9533-A, 2025-2026 Reg. Sess.

This bill would require "covered employers" — businesses with 50 or more full-time employees in New York — to give 90 days' advance written notice before any AI-driven "technological displacement" affecting 25 or more employees or 25% of the workforce, and to offer affected workers a 90-day transition period of continued pay or paid retraining. Employers who violate the notice or transition requirements would lose eligibility for state grants, loans, and tax incentives for five years, face civil penalties up to \$10,000 per day, and owe up to 60 days of back pay to affected employees. Sponsored by Sen. May, it has been amended multiple times, most recently print number 8589-C on May 14, 2026, and remains in the Labor Committee.

EFFECTIVE	Not yet law; if enacted, would take effect immediately
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Notice, Displacement
SOURCE	NY State Senate · S.8589-C (same as A.9533-A)

Film Tax Credit AI-Displacement Exclusion (A.6180)

PENDING — STALLED

N.Y. Assemb. B. 6180 / N.Y. Senate B. 6751, 2025-2026 Reg. Sess.

This bill would exclude film and TV productions from the state's lucrative Empire State Film Production Credit if the production uses AI or autonomous vehicles in a way that displaces employees whose salaries would otherwise qualify for the credit. It targets production companies claiming the tax credit rather than employers generally, and functions as an economic-incentive lever rather than a direct workplace mandate. Sponsored by Assemblymember Meeks, it was introduced February 26, 2025, and while it was re-referred to Ways and Means on January 7, 2026 (a routine start-of-session carryover referral), there has been no substantive committee action since; it remains alive in the two-year session but has not progressed.

EFFECTIVE	Not yet law; no effective date specified pending passage
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Displacement
SOURCE	NY State Senate · A.6180 (same as S.6751)

Notice of Machine Learning Use in Hiring Decisions (A.1952)

PENDING – STALLED

N.Y. Assemb. B. 1952, 2025-2026 Reg. Sess.

This bill would require employers and employment agencies to notify job candidates before using machine-learning technology to make hiring decisions about them. Sponsored by Assemblymember Rosenthal, it was pre-filed January 14, 2025, and referred to the Labor Committee; the only 2026 action on record is a routine re-referral to Labor on January 7, 2026, which is a standard carryover procedural step at the start of the second year of session rather than substantive movement, so it is best characterized as stalled with no real 2026 activity.

EFFECTIVE	Not yet law; no effective date specified pending passage
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Notice
SOURCE	NY State Senate · A.1952

Electronic Monitoring & AEDT Restrictions Act (S.185-A)

PENDING – STALLED

N.Y. Senate B. 185-A, 2025-2026 Reg. Sess.

This bill would broadly restrict private employers' use of electronic monitoring tools and automated employment decision tools, requiring bias audits, advance notice to candidates and employees, data retention limits (destruction after 37 months absent consent), and a right to request human corroboration of AEDT output before an employment decision is finalized. Sponsored by Sen. Hoylman-Sigal, it was last amended on April 17, 2025 (print number 185-A) and has seen no committee action or floor movement since, including no activity recorded in 2026, so it is best classified as stalled even though it remains technically alive in the two-year session.

EFFECTIVE	Not yet law; bill text provides for effective date 180 days after enactment
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Bias audit, Notice, Consent, Recordkeeping
SOURCE	NY State Senate · S.185-A

New York City

NYC Local Law 144 — Automated Employment Decision Tools

ENACTED & EFFECTIVE

NYC Admin. Code §§ 20-870 et seq.

The first U.S. AEDT-specific law. Requires an annual independent bias audit covering selection rates and impact ratios across race/ethnicity and sex categories, public posting of summary results, and applicant notice.

EFFECTIVE	January 1, 2023 (DCWP enforcement began July 5, 2023)
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Bias audit, Notice, Public posting
SOURCE	NYC DCWP · AEDT

North Carolina

Fair AI Hiring Act (Pt. III of Omnibus AI Protections Act, H.B. 1161)

PENDING — ACTIVE

H.B. 1161, 2025-2026 Sess. (N.C. 2026) (proposed new N.C. Gen. Stat. ch. 95A)

Would bar employers from using an automated employment decision tool (AEDT) to hire or promote unless the tool passed an independent bias audit in the preceding 12 months, a public summary was posted, and advance notice was given to affected applicants/employees. Clarifies that a clean bias audit is not a defense to a discrimination claim, and creates AG enforcement, a private right of action against private employers, and an administrative track for public employers.

EFFECTIVE	Not yet enacted; 2025-2026 biennium session, filed 4/30/2026
PRIVATE RIGHT OF ACTION	Yes
OBLIGATIONS	Bias audit, Notice
SOURCE	North Carolina General Assembly · H.B. 1161 (2025-2026 Session)

Ohio

Automated employment decision tool restrictions (H.B. 828)

PENDING — ACTIVE

H.B. 828, 136th Gen. Assemb., Reg. Sess. (Ohio 2026) (proposed Ohio Rev. Code § 4113.90)

Would bar an employer from relying solely on an automated employment decision tool (AEDT) to hire, promote, retain, discipline, or dismiss an employee or independent contractor. Requires human review of AEDT output, 10 business days' advance written notice describing the tool and the data it uses, and a worker's right to request a non-AI alternative assessment.

EFFECTIVE	Not yet enacted; introduced, 136th General Assembly (2025-2026 biennium)
PRIVATE RIGHT OF ACTION	Tbd
OBLIGATIONS	Notice, Impact assessment, Human review
SOURCE	Ohio House of Representatives · H.B. 828 (136th General Assembly)

Pennsylvania

PA AI Policy (ITP) — GenAI Restriction on Employment Decisions

GUIDANCE / EXECUTIVE ACTION

Commonwealth of Pa., Office of Admin., Information Technology Policy, "Artificial Intelligence Policy" (eff. Jan. 13, 2026), issued under Exec. Order No. 2016-06

The commonly cited "Executive Order No. 2016-06" is not itself an AI order — it is Governor Wolf's 2016 order establishing enterprise IT governance, under whose authority the Office of Administration issues Information Technology Policies (ITPs). The actual instrument governing AI use is the Office of Administration's "Artificial Intelligence Policy" ITP, effective January 13, 2026 (replacing an August 2025 version), which states generative AI outputs must not be used to make final decisions affecting employment and requires human-in-the-loop review for high-risk AI uses. Separately, Governor Shapiro's Executive Order 2023-19 (September 20, 2023) created the Generative AI Governing Board and set the original policy framework the ITP implements; both instruments apply only to Commonwealth executive-branch agencies, employees, and contracted resources — not to private employers.

EFFECTIVE	January 13, 2026 (scheduled review January 2027)
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Human review
SOURCE	Commonwealth of Pennsylvania · Office of Administration ITP "Artificial Intelligence Policy" (eff. 1/13/2026)

AI Use and Fair Employment Practices — Anti-Retaliation

FAILED / VETOED

H. 7767, 2026 Gen. Assemb., Jan. Sess. (R.I. 2026)

This bill would have created a comprehensive framework regulating AI and automated decision systems in the workplace, including restrictions on electronic monitoring, mandatory impact assessments, and anti-retaliation protection for employees who refuse to follow an AI system's output in good faith. Introduced February 12, 2026, it was heard in House Labor but, per post-session reporting, failed to gain traction in the House and did not pass before the General Assembly adjourned in June 2026.

EFFECTIVE	N/A — did not pass before adjournment
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Impact assessment, Monitoring restrictions
SOURCE	Rhode Island General Assembly · H 7767 (2026) Bill Text

AI Use and Fair Employment Practices

FAILED / VETOED

S. 2499, 2026 Gen. Assemb., Jan. Sess. (R.I. 2026)

This companion bill to H 7767 would have imposed detailed notice, data-minimization, recordkeeping, impact-assessment, and anti-retaliation requirements on employers using electronic monitoring or automated decision systems for hiring, discipline, and compensation decisions. The bill passed the Rhode Island Senate but stalled after being amended and referred to House Labor on June 4-5, 2026; it failed to gain traction in the House and did not pass before the General Assembly's June 2026 adjournment.

EFFECTIVE	N/A — did not pass before adjournment
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Notice, Impact assessment, Recordkeeping, Monitoring restrictions
SOURCE	Rhode Island General Assembly · S 2499 (2026) Bill Text

Tennessee

Ensuring Likeness Voice and Image Security Act (ELVIS Act)

ENACTED & EFFECTIVE

Tenn. Code Ann. § 47-25-1101 et seq.

Strengthens right of publicity to address AI voice/likeness cloning. Employment relevance: deepfake-based harassment, unauthorized use of employee voices in training data, and marketing use of AI-generated employee likenesses.

EFFECTIVE	July 1, 2024
PRIVATE RIGHT OF ACTION	Yes
OBLIGATIONS	Consent for replicas
SOURCE	Tennessee General Assembly

Texas

Texas Responsible AI Governance Act (TRAIGA)

ENACTED & EFFECTIVE

HB 149, codified in Texas Business & Commerce Code Ch. 552

Texas's answer to Colorado — narrower scope but with significant penalties. Focuses on intentional discrimination and impact assessments rather than full bias-audit regime.

EFFECTIVE	January 1, 2026
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Impact assessment, Notice, Anti-discrimination duty, Recordkeeping
SOURCE	Texas Legislature · HB 149

State Agency Employee AI Training Requirement

ENACTED & EFFECTIVE

Tex. Gov't Code § 2054.5191 (eff. Sept. 1, 2025)

Texas law requires the Department of Information Resources to establish annual AI-awareness training criteria and requires state agencies to ensure their employees complete that training. DIR's current compliance cycle sets an August 31, 2026 deadline for agencies under the FY26-27 training criteria. The statute applies only to state government employees, not private-sector employers.

EFFECTIVE	September 1, 2025
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	—
SOURCE	Texas Constitution and Statutes · Gov't Code § 2054.5191

Utah

Utah Artificial Intelligence Policy Act

ENACTED & EFFECTIVE

SB 149 (2024), recodified by SB 226 (2025); Utah Code §§ 13-75-101 et seq.

A consumer-protection statute, not a workplace law. SB 226 (2025) repealed the original § 13-2-12 duty and recodified a narrower regime at §§ 13-75-101 to -105: disclosure on request in ordinary consumer interactions, and proactive disclosure only for regulated occupations in high-risk AI interactions. Employment reach is indirect — applicant-facing generative-AI chatbots and licensed professionals using AI in client interactions.

EFFECTIVE	May 1, 2024; disclosure duty recodified into Utah Code ch. 75 eff. May 7, 2025; ch. 72 framework sunsets July 1, 2027 (SB 332)
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Notice, Disclosure
SOURCE	Utah Code · Title 13, Chapter 75

Vermont

State Automated Decision System Disclosure & Study Committee

FAILED / VETOED

H. 714, 2025-2026 Bien. Sess., Gen. Assemb. (Vt. 2026)

This bill would have required Vermont state agencies to publicly disclose their use of automated employment decision-making tools, protected unionized state employees' existing collective-bargaining rights against being altered by such tools, and created a study committee to examine extending similar protections to municipal, school, and higher-education employees. It was introduced January 16, 2026, and referred to the House Committee on General and Housing, where it remained without further action; the Vermont Legislature adjourned the 2025-2026 biennium sine die on May 29, 2026, so the bill died.

EFFECTIVE	N/A — did not advance before adjournment
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Notice
SOURCE	Vermont General Assembly · H.714 (2025-2026 Biennium) Bill Status

Electronic Monitoring and Automated Decision System Restrictions

FAILED / VETOED

H. 262, 2025-2026 Bien. Sess., Gen. Assemb. (Vt. 2026)

This bill would have imposed detailed restrictions on employers' use of electronic monitoring (including bans on facial, gait, voice, and emotion-recognition technology) and on automated decision systems used for hiring, discipline, and other employment decisions, plus mandatory impact assessments and employee notice and data-access rights. Introduced February 19, 2025 and referred to the House Committee on General and Housing, it saw no further committee action; because the Vermont Legislature adjourned the entire 2025-2026 biennium sine die on May 29, 2026, the bill is dead and would need to be reintroduced in the next biennium.

EFFECTIVE	N/A — did not advance before adjournment
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Notice, Impact assessment, Monitoring restrictions
SOURCE	Vermont General Assembly · H.262 (2025-2026 Biennium) Bill Status

Virginia

High-Risk Artificial Intelligence Developer and Deployer Act

FAILED / VETOED

HB 2094 (2025) — vetoed

Passed both chambers in 2025 but vetoed by Governor Youngkin on March 24, 2025. No comprehensive successor advanced in the 2026 session; the narrower H.B. 1514 (state-agency ADS disclosure) was left in House Appropriations on February 18, 2026 and died at adjournment.

EFFECTIVE	N/A
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Reasonable care, Impact assessment
SOURCE	Virginia LIS

State-Agency ADS Disclosures, Opt-Out & Annual Testing

FAILED / VETOED

H.B. 1514, 2026 Gen. Assemb., Reg. Sess. (Va. 2026)

This bill would have required Virginia employers that substantially rely on automated decision systems in hiring or employment to disclose that use, allow candidate/employee opt-outs, conduct annual discrimination testing, and retain a human decision-maker in the process, with civil penalties for violations. It advanced through a General Laws subcommittee and full committee in early February 2026 and was referred to Appropriations, but — unlike 2025's more sweeping HB 2094, which passed both chambers before being vetoed by Governor Youngkin — HB 1514 never reached a floor vote; it was left in the Appropriations Committee, and the General Assembly's official record lists its final status as Failed.

EFFECTIVE	N/A — died in committee
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Notice
SOURCE	Virginia Legislative Information System · HB1514 (2026 Regular Session)

Washington

Electronic Monitoring Performance Evaluation Notice Act

FAILED / VETOED

H.B. 2144 (Substitute), 69th Leg., 2026 Reg. Sess. (Wash. 2026)

HB 2144 would have required employers to give employees 30 days' written notice before using electronic monitoring, including AI systems, to assist performance evaluations, with civil penalties and a private right of action for violations. It passed the House Labor & Workplace Standards Committee on January 28, 2026 and was referred to Appropriations, but never received a floor vote; the Legislature adjourned sine die on March 12, 2026 without passing it, and the Washington State Nurses Association's end-of-session report lists it as dead.

EFFECTIVE	N/A — died at sine die (would have been July 1, 2028 if enacted)
PRIVATE RIGHT OF ACTION	Yes
OBLIGATIONS	Notice, Monitoring restrictions
SOURCE	Washington State Legislature · HB 2144 (2026)

Workplace Electronic Monitoring & Automated Decision System Act

FAILED / VETOED

H.B. 1672 (Substitute), 69th Leg., 2025-2026 Reg. Sess. (Wash. 2025)

HB 1672 would have restricted employer electronic monitoring and automated decision systems, banning facial-, gait-, and emotion-recognition-based employment decisions, barring sole reliance on ADS outputs, and requiring detailed advance notice and impact assessments, enforced by the Department of Labor and Industries with civil penalties. The substitute bill cleared the House Labor & Workplace Standards Committee in February 2025 and was reintroduced by resolution in the 2026 session, but it stalled in House Appropriations and never reached a floor vote before the Legislature adjourned sine die on March 12, 2026, so it did not become law.

EFFECTIVE	N/A — died at sine die
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Notice, Impact assessment, Human review, Monitoring restrictions
SOURCE	Washington State Legislature · HB 1672 (2025-2026)

Public-Sector AI Collective Bargaining Act

FAILED / VETOED

H.B. 1622 (Engrossed Substitute), 69th Leg., 2025-2026 Reg. Sess. (Wash. 2025)

HB 1622 would have amended the Public Employees' Collective Bargaining Act to require state and local government employers to bargain with unions before deploying AI systems that affect wages, hours, or performance evaluations. It passed the House 58-38 in March 2025 but stalled in the Senate Ways & Means Committee; reintroduced in the 2026 session, it advanced only to a second substitute in House Appropriations (January 28, 2026) and was referred to Rules, never reaching a floor vote before the Legislature adjourned sine die on March 12, 2026.

EFFECTIVE	N/A — died at sine die
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	—
SOURCE	Washington State Legislature · HB 1622 (2025-2026)

West Virginia

West Virginia Task Force on Artificial Intelligence

ENACTED & EFFECTIVE

W. Va. Code § 5A-6-9

This statute creates a Task Force on Artificial Intelligence within the Governor's office, charged with, among other duties, assessing AI's effect on employment levels, job types, and workforce deployment in West Virginia, and reporting annually to the Legislature by July 1. It is a codified study body rather than a compliance mandate — it imposes no direct notice, testing, or disclosure obligations on private employers, and the Task Force is set to terminate July 1, 2027 unless renewed.

EFFECTIVE	Effective upon enactment; Task Force terminates July 1, 2027
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	Notice
SOURCE	West Virginia Code · § 5A-6-9

Wisconsin

Government Facial Recognition Technology Ban

FAILED / VETOED

A.B. 575, 2025-2026 Leg. (Wis. 2026) (failed)

AB 575 would have prohibited state agencies and local governmental units from using facial recognition technology or data derived from it, with an exception preserving employee-ID-badge use. The Assembly failed to pass the bill pursuant to Senate Joint Resolution 1 on March 23, 2026, ending it for the session; it imposed no obligations on private employers.

EFFECTIVE	N/A — failed to pass
PRIVATE RIGHT OF ACTION	No
OBLIGATIONS	—
SOURCE	Wisconsin State Legislature · AB 575 (2025-26)