CSEA
NEW YORK

LEGISLATIVE VICTORY

Protecting Local Government Employees from Artificial Intelligence

A new law went into effect on **December 19, 2025** protecting employees of local governments, BOCES, school districts, and SUNY from displacement due to Artificial Intelligence (AI).

What was the law before?

A law went into effect on July 1, 2025, which protects employees of state agencies and public authorities from being displaced due to the use of AI. In addition, this law requires employers to disclose their use of AI systems and requires the state to maintain an inventory of AI systems in use

What does the new law do?

This new law expands existing protections to employees of any county, city, town, village, school district, board of cooperative educational services, county vocational education and extension board, district corporation, the State University of New York, the City University of New York, and community colleges

What does this law protect?

The use of AI cannot result in the displacement of employees, transfer of existing duties, or affect any civil service protections or rights provided by a collective bargaining agreement

What else does this law do?

Employers that use tools that automate or replace human decision-making regarding employment must disclose the use of the tool(s) on their websites