2026 State Artificial Intelligence Legislative Tracker

INTRODUCTION

Substantial legislative attention has been focused on artificial intelligence (AI) regulation as governments, organizations, and policymakers grapple with how to regulate the technology. Below you will find brief summaries of state legislation related to AI, categorized by three focus areas. All legislation in this tracker has been introduced in the current state legislative session. The document is divided into the following sections:

- **Civil Liberties and Consumer Protections –** Covers legislation that establishes civil protections and regulates AI use for the benefit of consumers.
- **Restrictions on Developers and Deployers –** Covers legislation that pertains to owners, operators, and developers of AI systems.
- **Employment and Internal Company Use –** Covers legislation that relates to the use of AI in hiring and in the workplace, as well as technological displacement.
- **Healthcare and Insurance –** Covers legislation that pertains to the use of AI in healthcare, namely regarding utilization review, prior authorization, and claim denials.

*Please note, this tracker is carefully curated to reflect select topics and does not represent all AI-related legislation introduced. Additionally, the tracker only contains legislation from five states which have emerged as leaders on this front: **California, Illinois, Massachusetts, New York,** and **Virginia**.*

QUICK LINKS

I. **Civil Liberties and Consumer Protections**
II. **Restrictions on Developers and Deployers**
III. **Employment and Internal Company Use**
IV. **Healthcare and Insurance**

ENACTED LEGISLATION

Civil Liberties and Consumer Protections: N/A

Restrictions on Developers and Deployers
- NY A 6453B / S 6953B: Responsible AI Safety and Education Act (RAISE) Act

Employment and Internal Company Use
- NY A 9487 / S 8831: Relates to the use of automated employment decision-making tools and artificial intelligence systems by certain state and local entities.

Healthcare and Insurance: *N/A*

RELEVANT LEGISLATION FROM CURRENT SESSION

I.   *Civil Liberties and Consumer Protections*

State	Bill Number	Bill Status	Relevant Provisions
California	Tenancy: digitally altered images: disclosure. (AB 2025)	Introduced	Requires real estate brokers to disclose the use of a digitally altered image.
California	False advertising: synthetic digital performers. (SB 1050)	Introduced	Expands the scope of unlawful advertising practice to include the use of a synthetic performer without a clear and conspicuous disclosure that the performer is synthetic.
California	Digital Dignity Act (SB 1142)	Introduced	Clarifies that false impersonation includes the use of a digital replica with the intent to impersonate another for purposes of prescribed criminal provisions. Provides that violators are liable for defamation in a civil action, as well as additional liability depending on the use of another's name, voice, signature, photograph, or likeness for commercial purposes. Requires platforms which facilitate the creation of digital replicas to implement a mechanism by which users can revoke access to their digital replica and for providers to maintain sufficient records to demonstrate compliance.
California	Health-related consumer products and services: artificial intelligence. (SB 1146)	Introduced	Requires an advertisement that uses AI generated content of a natural person to promote a health-related consumer product to include a clear disclosure that the person was generated with AI.
Illinois	Consumer Fraud-AI Deception (HB 3021)	Introduced	Prohibits any person from engaging in a commercial transaction or trade practice in which the consumer is interacting with a chatbot or AI agent which *may* mislead or deceive a reasonable consumer to believe they are communicating with a human representative without notifying the consumer in a clear and conspicuous manner that the interaction is with an AI system.
Illinois	Consumer Fraud-AI Disclosure (SB 2995)	Introduced	Requires clear and conspicuous disclosures for certain uses of AI to communicate with a consumer or sell goods and services to a consumer. Requires businesses that use AI to communicate with consumers to provide consumers with the option to communicate with a human during their ordinary business hours.
Illinois	Companion AI Protection Act (SB 3262)	Introduced	Prohibits an operator from deploying or operating a companion AI product with certain specified features, including manipulative engagement mechanics and deceptive misrepresentation, unless specifically configured to do so by an adult.

			Requires certain user safeguards, including clear notification that communications are with a companion AI product. Mandates the development and implementation of a crisis intervention protocol, biannual audits, and annual reporting to the Attorney General.
Massachusetts	Massachusetts Artificial Intelligence Disclosure Act (H 81)	Introduced	Establishes requirements for a clear and conspicuous disclosure to be included on or within each generative AI system used to create audio, video, text, or print AI-generated content within the commonwealth. Establishes monetary fines for removing such disclosures from the content.
New York	New York Artificial Intelligence Consumer Protection Act. (A 768 / S 1962)	Introduced	Regulates the use of high-risk AI decision systems across various industries, including finance, healthcare, education, insurance, and employment. It seeks to prevent algorithmic discrimination by requiring developers and deployers to implement comprehensive risk management policies and conduct regular impact assessments.
New York	Relates to the use of automated lending decision-making tools by banks for the purposes of making lending decisions. (A 773B / S 8115B)	Introduced	Mandates covered entities which use automated lending decision-making tools to conduct an annual impact assessment and publish a report summarizing the assessment's initial results on their website prior to implementation. Imposes additional reporting and information sharing obligations.
New York	Requires publishers of books created with the use of generative artificial intelligence to contain a disclosure of such use. (A 1509 / S 1815)	Introduced	Requires publishers of books created wholly or partially with the use of generative AI to disclose such use on the cover of the book. Applies to all printed and digital books consisting of text, pictures, audio, puzzles, games or any combination thereof.
New York	Relates to the use of automated decision tools by landlords for making housing decisions. (A 3125A / S 6471A)	Introduced	Mandates an annual disparate impact analysis for landlords using automated housing decision making tools to screen applicants for housing. Landlords are also required to notify applicants at least 24 hours prior to the use of any automated tool and inform applicant of the characteristics used in assessment of the applicant and type of data collected.
New York	Establishes the crime of aggravated harassment by means of electronic or digital communication and provides for a private right of action for the unlawful dissemination or publication of deep fakes. (A 6293 / S 6278)	Introduced	Prohibits production or dissemination of material, a picture, image, or deep fake, into which the image of a person is digitally incorporated into the image of another for no other legitimate purpose other than to cause harassment, annoyance or alarm of the person. Creates a private right of action for publication or dissemination of an intimate or sexually explicit image or deep fake.

New York	Protecting Consumers and Jobs From Discriminatory Pricing Act. (A 9396 / S 8616)	Introduced	Prohibits the use of electronic shelving labels, digital shelf display technology, and personalized algorithmic pricing in food and drug retail establishments.
New York	Establishes the crime of unlawful dissemination or publication of a fabricated photographic, videographic, or audio record. (A 1280)	Introduced	Establishes the crime of unlawful dissemination or publication of a fabricated photographic, videographic, or audio record with intent to cause harm as a class E felony.
New York	New York Artificial Intelligence Bill of Rights (A 3265)	Introduced	Enacts the New York AI artificial intelligence bill of rights to provide residents of the state with rights and protections to ensure that any system making decisions without human intervention impacting their lives do so lawfully, properly, and with meaningful oversight. Rights and protections included are the right to safe and effective systems; protections against algorithmic discrimination; agency over one's data; the right to know when an automated system is being used and to understand how and why an automated system contributed to an outcome; and the right to opt out of an automated system and to work with a human instead.
New York	Prohibits food service establishments from using a dynamic pricing model in determining the prices on its menu. (A 3437)	Introduced	Prohibits food service establishments from using a dynamic pricing model, including via AI-enabled pricing adjustments, in determining the prices on its menu. Requires fixed prices to be published on a food service establishment's menu.
New York	Relates to requiring advertisements to disclose the use of a synthetic performer (A 606B)	Introduced	Requires advertisements, excluding those related to expressive works such as television or video games, to disclose the use of synthetic performers created by generative AI. Imposes a $1,000 civil penalty for a first violation and a $5,000 penalty for any subsequent violation.
New York	Right to Your Own Image Act. (A 3924)	Introduced	Makes it a misdemeanor to use for advertising or trade, the name, portrait, picture, likeness, or voice of any living person without obtaining their consent, including those materials created or altered by digitization, which includes AI.
New York	Regulates the use of artificial intelligence in aiding decisions on rental housing and loans. (A 3930)	Introduced	Requires landlords who use AI tools for applicant screening to adhere to specific requirements, including notifying the applicant of the use of the tool, conducting annual disparate impact testing, and releasing public summaries of these analyses. Requires banks to adhere to similar requirements if using AI in automated loan decision-making, with the difference of sending analysis summaries to the Attorney General rather than public release. Prohibits using a price algorithm to set rent.

New York	Relates to use of virtual agents and AI tools in property searches. (A 9028)	Introduced	Imposes certain requirements on real estate brokers and online housing platforms that use virtual agents, including conducting an annual disparate impact analysis and avoiding targeted advertising related to protected characteristics. Requires analysis results be submitted to the Attorney General's office and made publicly available.
New York	Requires search engines inform users when showing information which was generated using artificial intelligence. (A 9091)	Introduced	Mandates that search engines must notify users when displaying AI-generated content.
New York	Relates to requiring advertisements to disclose the use of a synthetic performer. (S 1228C)	Introduced	Requires advertisements to disclose the use of a synthetic performer. Imposes a $1,000 civil penalty for a first violation and a $5,000 penalty for any subsequent violation.
New York	Establishes privacy and publicity rights for likenesses altered using artificial intelligence. (S 8721)	Introduced	Creates penalties for using likenesses altered or created by AI for commercial gain. Establishes a private right of action for the unlawful dissemination of still or video images generated by AI.
Virginia	Virginia Human Rights Act; equal credit opportunities; Virginia Fair Housing Law; nondiscrimination by automated decision systems. (HB 999)	Introduced	Prohibits creditors from using automated decision systems, which includes computational processes derived from AI systems, to take adverse action against a credit applicant unless a natural person has reviewed the application and approved the creditor's final action. Empowers the Commission to issue guidance on best practices for the use of an automated decision system with respect to credit applications.

II.   Restrictions on Developers and Deployers

State	Legislation	Bill Status	Description: Relevant Provisions
California	Digital Choice Act (AB 2169)	Introduced	Require AI model operators to allow a consumer to request a copy of their personal information, contextual data, and social graph and to respond within five business days. Requires social media companies to implement a transparent, third-party-accessible interoperability interface to allow users to share their social graph to other social media platforms and share their contextual data directly with other AI models.
California	Toys: companion chatbots. (SB 867)	Introduced	Prohibits, until 2031, the manufacture, sale, exchange, possession with intent to sell or exchange, and exposition or offer for sale or exchange to a retailer a toy, as defined, that includes a companion chatbot.

California	California AI Transparency Act (SB 1000)	Introduced	Modifies the enacted California AI Transparency Act to delete the user threshold from the definition of "covered provider," replace the term "AI detection tool" with "disclosure verification tool," delete the requirement of a covered provider to offer the user the option to include a manifest disclosure in content, and require a covered provider to include in the latent disclosure whether the content is generated or modified by AI. Exempts products, services, and applications primarily marketed to and intended to assist disabled individuals and designed to prevent content generated from being downloaded, stored, or otherwise appropriated.
Illinois	Transparency in Frontier Artificial Intelligence Act / Artificial Intelligence Safety Measures Act (HB 7499 / SB 3312)	Introduced	Requires large frontier AI developers to adopt and publish frontier AI frameworks addressing catastrophic risk management, transparency, and cybersecurity. Mandates reporting of critical safety incidents and establishes civil penalties for noncompliance. [*House version mandates reporting to the Attorney General; Senate version mandates reporting to the Illinois Emergency Management Agency and Office of Homeland Security.*] Directs the Department of Innovation and Technology to review and recommend updates to definitions and standards. Establishes a consortium to develop ILCompute, a public cloud computing resource to advance the development and deployment of safe, ethical, equitable, and sustainable AI.
Illinois	Artificial Intelligence Safety and Security Protocol Act (HB 3506)	Introduced	Requires developers to produce, implement, and conspicuously publish a safety and security protocol and produce and conspicuously publish a risk assessment at least every 90 days. Requires developers to be audited by a reputable third party at least once a year for compliance with their protocol.
Illinois	Provenance Data Requirements Act (HB 4711)	Introduced	Requires entities that develop publicly available generative AI tools to apply provenance data, either directly or through the use of third-party technology, to wholly-generated synthetic content generated by the provider's generative AI tool. Requires tool providers to make available provenance application tools to enable users to apply provenance data to content that has been significantly modified to include synthetic content.
Illinois	AI Data Privacy Act (SB 3180)	Introduced	Prohibits a deployer from training an AI system on a user's data and retaining the training data indefinitely without the user's express written consent. Provides for a private right of action.

Illinois	Chatbot Response Liability Act ([SB 3368](#))	Introduced	Provides that a proprietor of a chatbot used as an alternative to a human representative or that provides any substantive response, information, advice, or action may not disclaim liability if the chatbot provides materially misleading, incorrect, contradictory, or harmful information that results in financial loss or other demonstrable harm or that results in bodily harm to the covered user or any third party. Provides that a proprietor of a chatbot shall provide clear, conspicuous, and explicit notice to covered users that the covered users are interacting with an AI chatbot program, rather than a human. Sets forth requirements for proprietors of companion chatbots, including parental consent for the use of companion chatbots by minors. Requires the Attorney General to adopt rules to determine commercially reasonable and technically feasible methods for compliance by companion chatbot proprietors. "Proprietor" is defined to exclude third-party developers that license their technology.
Illinois	AI Companion Model Safety Act ([SB 3384](#))	Introduced	Prohibits an operator from operating or providing an AI companion to a user unless it contains a protocol to take reasonable efforts to detect and address suicidal ideation or expressions of self-harm by a user to the companion. Requires the operator to provide a clear and conspicuous notification to the user that they are not communicating with a human, at specified times.
Illinois	AI Safety Act ([SB 3444](#))	Introduced	Provides that a frontier AI model developer shall not be held liable for critical harms caused by the model if the developer did not intentionally or recklessly cause the critical harms and the developer publishes a safety and security protocol and transparency report on its website. Sets forth requirements for safety and security protocols and transparency reports. Provides that a developer shall be deemed to have complied with these requirements if the developer: (1) agrees to be bound by safety and security requirements adopted by the European Union; or (2) enters into an agreement with an agency of the federal government that satisfies specified requirements. Provides that the Act shall no longer apply if the federal government enacts a law or adopts regulations that establish overlapping requirements for developers of frontier models.
Illinois	AI Intelligence Design Requirements Act / AI Product Liability Act ([SB 3502](#) / [SB 3590](#))	Introduced	Sets forth parameters for what must be established by the plaintiff for product liability actions brought against an AI system developer for defective design, failure

			to contain adequate instructions or warnings, and failure to conform to an express warranty. Provides that a deployer of an AI system shall be found liable as a developer for harm caused by a product if: (1) the deployer makes material and substantial changes to the product or (2) the deployer intentionally misuses the product contrary to the express warranty and that use was the proximate cause of harm to the plaintiff.
Massachusetts	An Act regulating provenance regarding artificial intelligence (H 90)	Introduced	Requires generative AI tool providers to apply provenance data, either directly or through the use of third-party technology, to wholly-generated synthetic content generated by the provider's generative AI tool. Requires tool providers to make available provenance application tools to enable users to apply provenance data to content that has been modified to include synthetic content.
New York	Relates to liability for misleading, incorrect, contradictory or harmful information provided to a user by a chatbot. (A 222A / S 5668)	Introduced	Establishes liability for chatbot proprietors regarding the accuracy of information provided to users. Requires disclosure to users that they are interacting with an AI chatbot.
New York	Requires warnings on generative artificial intelligence systems. (A 3411B / S 934A)	Passed Senate (3/9/2026) Passed Assembly (1/28/2026)	Requires the owner, licensee, or operator of a generative AI system to conspicuously display a warning on the system's user interface that is reasonably calculated to consistently apprise the user that the outputs of the generative AI system may be inaccurate.
New York	Responsible AI Safety and Education Act (RAISE) Act (A 6453B / S 6953B)	Signed by Governor (12/19/2025)	Establishes transparency requirements for frontier model training and use, including the implementation and publication of a written safety and security protocol before deployment. Requires developers to implement appropriate safeguards to prevent unreasonable risk of critical harm, including an annual review of the safety and security protocol and independent audits. Requires disclosure of safety incidents to the Division of Homeland Security and Emergency Services.
New York	Stop Deep-Fakes Act. (A 6540C / S 6954A)	Introduced	Requires providers of synthetic content creation systems to include provenance data with any synthetic content they produce or modify.
New York	Imposes liability for damages caused by a chatbot impersonating certain licensed professionals. (A 6545A / S 7263)	Introduced	Prohibits a chatbot from giving substantive responses, information, or advice or from taking any action which, if taken by a natural person, would constitute criminal unauthorized practice or use of a professional title in relation to professions whose licensure is governed by the New York education law or the

			judiciary law. Requires chatbot providers to provide notice to users that they are interacting with an AI chatbot program.
New York	Artificial Intelligence Training Data Transparency Act. (A 6578 / S 6955)	Introduced	Requires developers of generative AI models or services to post on the developer's website information regarding the data used by the developer to train the generative AI model or service, including a high-level summary of the datasets used in the development of such system or service.
New York	New York Artificial Intelligence Act. (A 8884 / S 1169)	Introduced	Regulates the development and use of certain AI systems to prevent algorithmic discrimination. Requires independent audits of high-risk AI systems and provides for enforcement by the attorney general and a private right of action.
New York	Relates to transparency and safety requirements for developers of artificial intelligence models. (A 9449 / S 8828)	Passed Assembly (3/11/2026) Passed Senate (1/28/2026)	Requires large frontier model developers to write, implement, comply with, and clearly and conspicuously publish on their websites a frontier AI framework that applies to the developer's frontier models and describes in detail how the developer handles certain specified topics, including incorporation of standards and risk mitigation efforts. Requires the establishment of an office for oversite of AI model developer transparency and reporting, including the establishment of a critical safety incident reporting mechanism for frontier developers.
New York	Prohibits algorithmic wage-setting (A 9641 / S 8872)	Introduced	Prohibits employers from engaging in algorithmic wage-setting by using an automated decision system, which is defined as a system, software, or process derived from machine learning, statistics, or other data processing or AI techniques, to inform individualized wages based on surveillance data of the individual.
New York	Prohibits artificial intelligence chatbots from using features which are considered unsafe for minors (A 10379 / S 9051)	Introduced	Prohibits artificial intelligence chatbots from using features which are considered unsafe for minors, defined to generally prohibit outputs which imitate companionship or personhood, or promote dangerous behaviors,
New York	Requires the collection of oaths of responsible use from users of certain generative or surveillance advanced artificial intelligence systems. (A 1342)	Introduced	Requires operators of generative or surveillance advanced AI systems to collect oaths from users affirming their responsible use of these services.
New York	Advanced Artificial Intelligence Licensing Act. (A 3356)	Introduced	Establishes regulations for advanced AI systems, including registration and licensing of high-risk advanced AI systems, establishes the Advanced Artificial Intelligence Ethical Code of Conduct, and prohibits the development and operation of certain AI systems.

New York	Relates to artificial intelligence companion models. (A 6767)	Introduced	Prohibits the provision of an AI companion to a user unless such AI companion contains a protocol for addressing possible suicidal ideation or self-harm, possible physical harm to others, and possible financial harm to others expressed by a user. Requires certain notifications to certain users regarding crisis service providers and the non-human nature of such companion models.
New York	Understanding Artificial Intelligence Responsibility Act. (A 8833)	Introduced	Provides that developers of covered models are strictly liable for certain injuries.
New York	Relates to the use of artificial intelligence in customer services (S 8874)	Introduced	Requires persons, firms, partnerships, associations, and corporations, and their employees and agents, to disclose the use of AI to influence customer interaction, including automated customer support, ad targeting, product eligibility decisions, and hiring tools.
Virginia	Professions and occupations; impersonation of certain licensed professionals by chatbot; notice; civil liability. (HB 669)	Failed	Prohibits AI deployers from making publicly available any AI system that falsely represents or creates a reasonable impression in users that the system is a licensed professional or is providing professional services that require licensure; provides individualized professional diagnosis, treatment, advice, or services that, if provided by a natural person without appropriate licensure, would constitute a crime; or engages in conduct that would constitute the unlicensed practice of a profession or occupation. Requires deployers of AI systems to provide clear, conspicuous, and explicit notices to users that they are interacting with an AI system if a reasonable person interacting with the system would be misled to believe they are interacting with a human.
Virginia	Fostering Access, Innovation, and Responsibility (FAIR) in Artificial Intelligence Act (HB 713)	Failed	Provides base AI model developers have a duty to clearly and conspicuously disclose certain information about the model. Prohibits use of such disclosure to a user as a defense to liability for any harm caused to a plaintiff. Establishes a FAIR AI Enforcement Fund to support state agency enforcement of AI system misuse, bias, and workforce disruption. Provides that in any criminal or civil action, developers of AI systems may not use as a defense that the AI autonomously harmed the plaintiff and AI deployers may not use as a defense that the harm was caused by the AI system.
Virginia	Artificial Intelligence Chatbots and Minors Act (HB 758)	Failed	Requires deployers to ensure that chatbots operated or distributed by the deployer do not make human-like features available to minors to use, interact with, purchase,

			or converse with. Requires age verification systems to ensure such chatbots and chatbots that function as social AI companions are not available to minors. Limits information that a deployer can collect to information that is adequate, relevant, and necessary, as defined.
Virginia	Va. Information Tech. Agency; artificial intelligence, independent verification organizations. (HB 797)	Passed House (2/16/2026)	Creates a framework for the Virginia Information Technologies Agency (VITA) to issue licenses for AI-related IVOs but does not require such licensing. Empowers the Chief Information Officer (CIO) of VITA to oversee AI-related independent verification organization (IVO) licensing and establish an Artificial Intelligence Safety Advisory Council to advise VITA in licensing and auditing IVOs.
Virginia	Fostering Access, Innovation, and Responsibility in Artificial Intelligence (FAIR AI) Act (SB 365)	Failed	Requires the developer of a base AI model to clearly and conspicuously disclose certain information about the model in the terms of service, including the location where the developer is incorporated, the release date of the most recent version, and the date its training data was most recently updated. Establishes a FAIR AI Enforcement Fund to support agency enforcement of AI system misuse, bias, and workforce disruption. Limits the defenses available in any criminal or civil action against a defendant that is alleged to have developed, modified, or deployed an AI system that caused harm to a plaintiff.
Virginia	AI; evaluating feasibility & impact of developing framework, independent verification organizations. (SB 384)	Passed Senate (2/9/2026)	Directs the Joint Commission on Technology and Science to evaluate the feasibility and impact of developing a framework for any person or entity seeking to act as an independent verification organization (IVO) that assesses AI models or applications.

III. *Employment and Internal Company Use*

State	Bill Number	Bill Status	Relevant Provisions
California	High-risk artificial intelligence systems: duty to protect personal information. (SB 468)	Failed	Imposes a duty on covered deployers, defined as businesses that deploy high-risk AI systems that process personal information, to protect personal information held by the covered deployer, subject to certain requirements. Requires covered deployers whose high-risk AI systems process personal information to develop, implement, and maintain a comprehensive information security program, appropriate for the covered deployer's size, scope, and type of business.

Illinois	Warn Act-AI Layoffs ([SB 3571](#))		Provides that, when required to report the reason for a mass layoff or closing, the employer shall disclose any AI-related job impacts, including the number of employees laid off substantially due to the replacement or automation by AI of the functions performed by the employees. Provides that, if the Department of Commerce and Economic Opportunity issues any public report disclosing mass layoffs or closings, the Department shall include the reason in the report, including whether the mass layoff or closing is substantially due to AI.
New York	New York Workforce Stabilization Act. ([A 5429A](#) / [S 1854A](#))	Introduced	Requires certain businesses to conduct AI impact assessments and submit assessments to the Department of Labor prior to the implementation of AI tools. Establishes a surcharge on corporations that use AI or data mining or have greater than a threshold number of employees displaced by AI of a rate of 2% of the corporation's business income base; defines data mining.
New York	Excludes a production using artificial intelligence or autonomous vehicles in a manner which results in the displacement of employees from the definition of qualified film. ([A 6180](#) / [S 6751](#))	Introduced	Excludes a production using AI or autonomous vehicles in a manner which results in the displacement of employees whose salaries are qualified expenses from the definition of qualified film for the purposes of the empire state film production credit.
New York	Relates to the use of automated employment decision-making tools and artificial intelligence systems by certain state and local entities; repealer. ([A 9487](#) / [S 8831](#))	Signed by Governor (2/13/26)	Requires any covered entity that utilizes an automated employment decision-making tool to publish a list of such tools on their website. Mandates the implementation of AI systems shall not affect existing employee rights under collective bargaining agreements, nor lead to the discharge, displacement, or loss of positions for employees. Repeals certain provisions of the state technology law.
New York	Automation Displacement Protection Act. ([A 9533](#) / [S 8589B](#))	Introduced	Requires any business enterprise that employs 50 or more full-time employees in the state provide no fewer than 90 days advance written notice to both affected employees and certain government officials prior to any technological displacement affecting 25 or more employees, or 25% of the workforce, whichever is less. Provides each employee affected by a technological displacement shall be entitled to a transition employment period of 90 days from the date of notice provided. Provides any covered employer that fails to comply with the notice or transition requirements shall be ineligible for state grants, loans, or tax incentives for 5 years following such violation.

New York	Requires covered businesses to annually report to the department of labor regarding the impact of artificial intelligence on hiring and business practices for the previous year. (A 9581 / S 8706A)	Introduced	Requires businesses with over 100 employees or that are publicly traded to submit an annual report to the Department of Labor detailing the impact of AI on hiring and business practices.
New York	Food Delivery Worker Safety and Fair Algorithms Act (A 10118 / S 9089)	Introduced	Prohibits food delivery platforms from utilizing or deploying any algorithmic management system, defined to include AI-based systems, that requires or incentivizes delivery workers to complete deliveries within a fixed or rigid time window that cannot reasonably be met while complying with all applicable traffic laws and safety regulations. Requires food delivery platforms provide delivery workers with clear, written notice of the factors considered by any algorithmic management system in assigning deliveries and evaluating performance. Provides delivery workers with the right to request a written explanation of any suspension, deactivation, or significant limitation of access to work imposed through an algorithmic management system.
New York	Requires employers and employment agencies to notify candidates for employment if machine learning technology is used to make hiring decisions. (A 1952)	Introduced	Requires employers and employment agencies to notify candidates for employment if machine learning technology is used to make hiring decisions prior to the use of such technology.
New York	Robot Tax Act. (A 3719)	Introduced	Introduces a tax surcharge on corporations that replace workers with technology.
New York	Establishes criteria for the sale of automated employment decision tools. (A 3914)	Introduced	Establishes criteria for the use of automated employment decision tools, including an annual disparate impact analysis and summary report to the Department of Labor.
New York	Relates to requiring responsible capability scaling policies. (A 6656)	Introduced	Requires certain entities that utilize AI to establish and file responsible capability scaling policies with the chief information officer.
New York	Requires artificial intelligence technology used in professional fields to be developed and maintained in consultation with experts in such fields. (A 9219)	Introduced	Requires AI systems intended for use in certain professions to be designed and trained with the substantive input of credentialed professionals from the relevant field.
New York	Prohibits the use of automated systems to make employment decisions unless there is a meaningful human review of the output of such	Introduced	Prohibits the use of automated systems, defined to include AI systems, to make employment decisions without meaningful human review prior to the final decision. Requires employers that use automated systems in hiring to notify applicants of such use.

State	Bill Number	Bill Status	Relevant Provisions
	automated system prior to the final employment decision (A 9601)		Permits an applicant who has received an adverse employment decision to request a human-conducted review of the decision.
New York	Establishes criteria for the sale of automated employment decision tools. (S 4394A)	Introduced	Establishes criteria for the use of automated employment decision tools, including an annual impact assessment. Establishes requirements for the developers of automated decision tools, including providing deployers of such tools with a statement outlining the known limitations of the tool and the type of data used to train the tool and conducting an annual impact assessment of any tool made available for sale or licensing. Requires both deployers and developers to establish an AI governance program.
New York	Relates to restricting the use of electronic monitoring and automated employment decision tools. (S 185A)	Introduced	Restricts employers' use of electronic monitoring tools unless certain requirements are met. Requires employers to provide notices to employees regarding electronic monitoring and allow employees to review and request corrections to their data. Requires impact assessments for employers' automated decision tools and notification to employees and candidates in advance of any employment decisions based on electronic monitoring data.
New York	Prohibits transcripts being made from video conference meetings by artificial intelligence without conspicuous disclosure during such meeting. (S 8459)	Introduced	Prohibits transcripts being made from video conference meetings by AI without conspicuous disclosure during such meeting that such meeting may be transcribed by AI.
New York	Artificial Intelligence Workforce Impact Transparency Act (S 8928)	Introduced	Modifies existing layoff notice requirements under the Worker Adjustment and Retraining Notification (WARN) Act to include whether employment losses are the result, in whole or in part, of AI systems, automation technologies, or other machine-based processes.
New York	An act to amend the executive law, in relation to prohibiting employers from engaging in discrimination on the basis of a protected class when using artificial intelligence in certain employment practices. (S 9028)	Introduced	Prohibits employers from engaging in discrimination on the basis of a protected class when using AI for recruitment, hiring, promotion, renewal of employment, selection for training or apprenticeship, discharge, discipline, tenure, or establishment of the terms, privileges, or conditions of employment. Requires employers to notify employees of the use of AI for such practices.

IV. *Healthcare and Insurance*

State	Bill Number	Bill Status	Relevant Provisions

California	Downcoding medical claims. (AB 2431)	Introduced	Prohibits a health care service plan or an insurer issuing group or individual policies of health insurance from using an automated process, system, or tool to downcode a claim. Establishes requirements for and limitations of downcoding decisions, and, if a claim is downcoded, would require a plan or insurer to provide a billing provider with specified information and a clear and accessible process for disputing downcoded claims.
California	Health care services: artificial intelligence (AB 2575)	Introduced	Requires a health facility, clinic, physician's office, or office of a group practice that uses or deploys an AI or clinical decision support system for patient care to disclose specified information to any licensed health care professional or other person using the system or viewing its outputs. Requires the disclosure to include a notice that a worker providing direct patient care is permitted to override the output of a covered tool if, in the judgment of the worker acting in their scope of practice, an override is appropriate for the patient, or as necessary to comply with applicable law, including civil rights law.
Illinois	Transparency in Downcoding Act (HB 4735 / SB 3114)	Introduced	Prohibits a health insurance issuer from using an automated process, system, or tool to downcode a claim. *Does not apply to employee or employer self-insured health benefit plans under the federal Employee Retirement Income Security Act of 1974.*
Illinois	AI-Prescribing Medication (SB 2993)	Introduced	Prohibits individuals licensed under the Medical Practice Act from allowing AI to prescribe medication if said individuals do not maintain full control and responsibility for the prescription.
Illinois	No AI in Health Care Pricing (SB 3027)	Introduced	Prohibits hospitals from using AI to set or influence health care pricing or billing.
Massachusetts	An Act relative to AI health communications and informed patient consent (H 1210)	Introduced	Requires patients and residents of public health facilities to be informed if the information they receive is AI-generated; if it is AI-generated and not previously reviewed by their provider, the patient or resident must be provided with instructions to contact a human healthcare provider. Requires carriers to disclose, in a health plan member's evidence of coverage document, the use of AI in the claims review process, including a summary of the AI tools and an explanation of how they are in use throughout the process. Requires carriers to submit a Division of Insurance prescribed form annually, detailing the AI algorithms and data training sets that are or will be used during the utilization review process. Requires carriers to attest that such algorithms and training data sets adhere to evidence-based clinical guidelines and have minimized

			the risk of bias based on race, color, religious creed, ancestry, age, sex, gender, national origin, handicap or disability.
Massachusetts	An Act relative to the use of artificial intelligence and other software tools in healthcare decision-making ([S 46](#))	Introduced	Requires any carrier or utilization review organization that uses an AI, algorithm, or other software tool for utilization review or utilization management functions, or that contracts with or otherwise works through an entity that does so, to meet certain requirements, including ensuring the tool bases its determination on specified information, does not replace health care provider decision-making, does not discriminate, and is open to inspection for audit or compliance reviews.
New York	Relates to the use of an artificial intelligence, algorithm, or other software tool for the purpose of utilization review. ([A 8556](#) / [S 7896](#))	Introduced	Prescribes requirements and safeguards for the use of an AI algorithm or other software tool for the purpose of utilization review for health and accident insurance.
New York	Relates to the use of artificial intelligence for utilization review. ([A 1456](#))	Introduced	Requires insured individuals be notified about the application of AI in the utilization review process. Mandates that insurers submit their AI algorithms and training data sets to the Department of Insurance to ensure that bias is minimized.
New York	Establishes requirements for the use of artificial intelligence, algorithm, or other software tools in utilization review and management. ([A 3991](#))	Introduced	Establishes requirements for the use of AI in utilization review and management within health care service plans.
Virginia	Health carriers; use of artificial intelligence, disclosures ([SB 586](#))	Failed	Requires health carriers to disclose to the State Corporation Commission's Bureau of Insurance how AI is used to manage claims coverage and to submit all information enabling decisions made by AI to the Bureau upon request. Requires health carriers to provide notice to enrollees and health care providers when AI has been used to issue an adverse determination and to provide a clear and timely process for appeal of such determination.