



Legislation Text

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Int. No. 1003

By Council Members Menin, Riley, Williams, Gutiérrez, Hanif, Brannan, Hudson and the Public Advocate (Mr. Williams)

A Local Law to amend the administrative code of the city of New York, in relation to the creation of an artificial intelligence working group within the city commission on human rights to study its impact on employment

Be it enacted by the Council as follows:

Section 1. Chapter 1 of title 8 of the administrative code of the city of New York is amended by adding a new section § 8-135 to read as follows:

§ 8-135 Artificial Intelligence Working Group. a. Definition. For the purposes of this section the following terms have the following meanings:

Artificial intelligence. The term “artificial intelligence” shall have the meaning as set forth in subsection (3) of section 9401 of title 15 of the United States code.

Employment decision. The term “employment decision” shall have the same meaning as set forth in section 20-870.

b. The commission shall establish a working group to study the impact of artificial intelligence on employment conditions and employment decisions in New York city as well as any enforcement actions taken under subchapter 25 of chapter 5 of title 20 of the administrative code. The working group shall consult with the department of consumer and worker protection or any agency designated with conducting enforcement actions under subchapter 25 of chapter 5 of title 20 of the administrative code.

c. On December 1, 2025 and every second year thereafter, the working group shall publish on the city commission on human rights website, and provide to the speaker of the council and the mayor, a report

specifically examining:

1. The impact of artificial intelligence tools on employment decisions;

2. The current guidance from governmental sources, academia, and business groups about the use of artificial intelligence tools for employment decisions; and

3. Any review or audits employers have done to determine the bias in any tools they use for employment decisions.

d. The report shall also provide recommendations to employers regarding what the bias audits for artificial intelligence tools used in employment decisions are supposed to examine and what the passing criteria should be for such tools to ensure they are in accordance with applicable federal, state and local anti-discrimination laws and regulations.

e. Nothing in this section shall be construed to limit or supersede any guidance or rules from any agency tasked with the enforcement of subchapter 25 of chapter 5 of title 20 of the administrative code.

§ 2. This local law takes effect immediately.

CoJM
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