LOCAL LAWS
OF
THE CITY OF NEW YORK
FOR THE YEAR 2026

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No. 25

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Introduced by Council Members Williams, Menin, Gutiérrez, Louis, Ossé, Nurse, Riley, Banks, Hanif, Hudson, Gennaro, Stevens, Ayala, Hanks, Feliz, Schulman, De La Rosa and Cabán.

A LOCAL LAW

To conduct a study and publish a report on the impacts of algorithmic tools and automated employment decision tools on employees

Be it enacted by the Council as follows:

Section 1. a. Definitions. For the purposes of this local law, the following terms have the following meanings:

Algorithmic tool. The term "algorithmic tool" has the same meaning as set forth in section 3-119.5 of the administrative code of the city of New York.

Automated employment decision tool. The term "automated employment decision tool" has the same meaning as set forth in section 20-870 of the administrative code of the city of New York.

Commissioner. The term "commissioner" means the commissioner of information technology and telecommunications.

Department. The term "department" means the department of information technology and telecommunications.

Employee. The term "employee" has the same meaning as set forth in section 1-112 of the administrative code of the city of New York.

b. Study. The department shall, in consultation with the department of citywide administrative services, the mayor's office of operations, and other stakeholders deemed relevant by the commissioner, examine the impacts of algorithmic tools and automated employment decision tools on employees and the administration of their municipal duties. Such study shall include, but need not be limited to:

1. The impacts of algorithmic tools and automated employment decision tools on the hiring process for employees;

2. The impact of the use of algorithmic tools and automated employment decision tools in the regular course of an employee's work functions; and

3. Any feedback received from employees about the use of algorithmic tools and automated employment decision tools in the regular course of such employee's work functions.

c. Report. The department shall, within 3 months of the completion of the study required by subdivision b of section 1 of this local law, submit to the mayor and the speaker of the council a report on the findings of such study and any recommendations related to the impacts of algorithmic tools and automated employment decision tools on employees and the administration of their municipal duties.

§ 2. This local law takes effect 30 days after it becomes law and expires and is deemed repealed upon submission of the report to the mayor and the speaker of the council as required by subdivision c of section one of this local law. Upon such submission, the mayor shall notify the corporation counsel for the purpose of effectuating section 7-111 of the administrative code of the city of New York. Any failure to provide the notification described in this section shall not affect the effective date of any provision of this local law.

THE CITY OF NEW YORK, OFFICE OF THE CITY CLERK, s.s.:

I hereby certify that the foregoing is a true copy of a local law of The City of New York, passed by the Council on December 18, 2025 and returned unsigned by the Mayor on January 20, 2026.

MICHAEL M. McSWEENEY, City Clerk, Clerk of the Council.

CERTIFICATION OF CORPORATION COUNSEL

I hereby certify that the form of the enclosed local law (Local Law No. 25 of 2026, Council Int. No. 1066-A of 2024) to be filed with the Secretary of State contains the correct text of the local law passed by the New York City Council, presented to the Mayor, and neither approved nor disapproved within thirty days thereafter.

SPENCER FISHER, Acting Corporation Counsel.