



S U P P O R T

LEGISLATIVE MEMORANDUM

TO: Office of Senator Kristen Gonzalez

FROM: Joshua Terry, Civil Service Employees Association (CSEA)

DATE: September 17, 2025

RE: CSEA Support for S.7599-C (Gonzalez) / A. 8295-D (Otis)

Background: Chapter 96 of the Laws of 2025 provides transparency around the use of artificial intelligence (AI) systems by state agencies and public authorities and protects employees from displacement due to the use of these technologies.

What this bill does: This bill extends the job protections provided by Chapter 96 of the Laws of 2025 to employees of all other public entities, including local governments, school districts, the State University of New York, and the City University of New York, among others.

Why it matters: Replacing public employees with AI is irresponsible, especially while these technologies remain largely unregulated and poorly understood. Many AI systems function as “black boxes,” with decision-making processes that are not transparent even to their developers. These systems can amplify existing biases, make widespread errors, and lack the judgment, ethics, and accountability required in public service.

It's already happening: AI is already being adopted in the public sector, often without public knowledge or oversight. In fact, the World Economic Forum estimates that **20 percent** of tasks currently performed by public sector workers could be automated by 2030. This quiet transformation is taking place before meaningful standards or protections have been established.

The bottom line: AI is changing public sector work, but without proper guardrails, replacing human employees risks the integrity of public services. This bill protects workers and ensures human judgment stays at the core of government.

The Civil Service Employees Association strongly supports its passage.

For additional information, contact:

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