



Implementing AI While Regulations Are Pending

In the News

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As businesses increasingly adopt artificial intelligence in the workplace, regulators and employers continue to grapple with how to establish effective guardrails for a rapidly evolving technology landscape. Archer partner [Kate Sherlock](#) served as a panelist during a panel discussion at NJBIA's Tech Forward NJ conference, where lawmakers and industry experts discussed the challenges of implementing AI responsibly while regulatory frameworks are still being developed.

A key focus of the discussion was proposed legislation, S-4075, sponsored by Senator Andrew Zwicker, which would establish regulations governing the use of AI-powered monitoring systems in employment and public services. Zwicker said the bill is intended to ensure that critical workplace decisions, including hiring, discipline, and termination, continue to include human oversight.

Kate emphasized that employers remain legally responsible for the outcomes of AI tools they use, particularly in hiring and employment decisions. "The third-party tool does not absolve you," Kate said, noting that employers could face liability under the New Jersey Law Against Discrimination if AI systems result in algorithmic discrimination.

Despite the uncertain regulatory environment, Kate said many businesses are taking a thoughtful approach to AI adoption. "Businesses are working collaboratively within their organizations, with their IT and legal teams," she said. For organizations without in-house resources, she noted that companies are increasingly engaging outside consultants to help guide responsible implementation.

Kate added that many employers recognize the importance of responsible AI practices regardless of whether specific regulations are already in place. "They are also acknowledging that even if they're not currently regulated under a specific law, they know there's a good business case for being responsible in their adoption and use of AI."

The discussion underscored a common theme among panelists: while regulations may still be catching up, organizations should focus on governance, oversight, and responsible implementation as AI becomes more

deeply integrated into workplace operations.

Click [here](#) to read the complete article.

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