



**Substitute Senate Bill No. 439**

**Public Act No. 26-89**

**AN ACT CONCERNING ELECTRONIC SURVEILLANCE DEVICES  
AND SYSTEMS AND SELF-SERVICE KIOSKS IN EMPLOYEE  
LOUNGES.**

Be it enacted by the Senate and House of Representatives in General Assembly convened:

Section 1. Section 31-48b of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2026*):

(a) For purposes of this section, "employer" means the owner or owners in the case of an unincorporated business, the partners in the case of a partnership, the officers in the case of a corporation or in the case of the state, any town, city or borough, or district, local or regional board of education, or housing authority or district department of health, the chief executive officer thereof.

(b) No employer or agent or representative of an employer shall operate any electronic surveillance device or system, including, but not limited to, the recording of sound or voice or a closed circuit television system, or any combination thereof, for the purpose of recording or monitoring the activities of [his] employees in areas designed for the health or personal comfort of the employees or for safeguarding of their possessions, such as rest rooms, locker rooms or lounges, except a third-party vendor that operates a self-service kiosk located in such lounges

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may operate an electronic surveillance device or system in such lounges if such electronic surveillance device or system (1) does not record sound or voice, and (2) only records the (A) checkout area of such self-service kiosk, and (B) area where products are displayed for sale. Such third-party vendor shall maintain sole custody of any video collected by such electronic surveillance. No third-party vendor shall release or provide access to any portion of such video except where permitted by the provisions of this section or otherwise required by law. No employer or agent or representative of an employer shall request to view any such video or use any such video in a disciplinary action, except where there has been an alleged theft by an employee reported by a third-party vendor. For purposes of this section, "self-service kiosk" means an interactive, stand-alone terminal that allows individuals to independently scan and purchase items for sale.

(c) Any employer or third-party vendor who violates any provision of subsection (b) of this section shall, for the first offense, be fined five hundred dollars, for the second offense, be fined one thousand dollars and, for the third and any subsequent offense, be fined one thousand dollars and imprisoned thirty days.

(d) No employer or [his] such employer's agent or representative and no employee or [his] such employee's agent or representative shall intentionally overhear or record a conversation or discussion pertaining to employment contract negotiations between the two parties, by means of any instrument, device or equipment, unless such party has the consent of all parties to such conversation or discussion.

(e) Any employer or [his] such employer's agent or representative or any employee or [his] such employee's agent or representative who violates any provision of subsection (d) of this section shall be fined one thousand dollars or imprisoned one year, or both.