
OLR Bill Analysis

sSB 472 (File 576, as amended by Senate "B")*

AN ACT CONCERNING THE ELECTRONIC SURVEILLANCE OF EMPLOYEES.

SUMMARY

This bill requires employers who electronically monitor their employees to:

1. include the specific workplace locations that may be monitored in the notice they are already required to post about the types of monitoring they conduct;
2. post the notice in the locations where monitoring may occur; and
3. give prospective employees, hired beginning October 1, 2026, a written, plain-language statement on prohibited activities that may be monitored without prior written notice (see BACKGROUND).

Under the bill, an employer is not required to disclose the specific locations that they are electronically monitoring their employees if the employer has reasonable grounds to monitor for security and employee safety. The bill also exempts airports from this disclosure requirement.

*Senate Amendment "B" adds the exemption from disclosure for employers with reasonable grounds to electronically monitor their employees for security and employee safety.

EFFECTIVE DATE: October 1, 2026

BACKGROUND

Permitted Monitoring Without Prior Notice

Existing law permits employers to electronically monitor employees, without prior written notice, if they have reasonable grounds to believe

that their employees are engaged in conduct that (1) violates the law, (2) violates the legal rights of the employer or employees, or (3) creates a hostile workplace environment. The employer must also believe that monitoring may produce evidence of the misconduct.

Penalties Under Existing Law for Violations

Existing law allows the labor commissioner, after an administrative hearing, to impose a civil penalty against an employer for violations of the employee electronic surveillance laws of up to a \$500 fine for a first offense, \$1,000 for a second, and \$3,000 for each subsequent offense.

COMMITTEE ACTION

Government Administration and Elections Committee

Joint Favorable Substitute

Yea 13 Nay 6 (03/23/2026)