

# Government Administration and Elections Committee

## JOINT FAVORABLE REPORT

**Bill No:** SB-472 / [Bill Status](#) / [Public Hearing Testimony](#)

**Title:** AN ACT CONCERNING THE ELECTRONIC SURVEILLANCE OF EMPLOYEES.

**Vote Date:** 3/23/2026

**Vote Action:** Joint Favorable Substitute

**PH Date:** 3/13/2026

**File No.:**

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### SPONSORS OF BILL:

The Government Administration and Elections Committee

### REASONS FOR BILL:

There is concern that employers are not adequately being informed that they are being monitored. The reasoning of the bill is for employers to inform their employees when any type of electronic monitoring might be occurring. As well as inform employees what activities are prohibited and if violated may result in surveillance without prior notice.

### SUBSTITUTE LANGUAGE (IF APPLICABLE):

Removes airports from the requirement that employers must disclose specific locations on the employer's premises where electronic monitoring occurs.

### RESPONSE FROM ADMINISTRATION/AGENCY:

#### **Michael Shea, Executive Director, Connecticut Airport Authority**

The authority is concerned that it would be impossible to implement the bill's language in an airport setting without creating security risks. They believe that a roadmap can be provided to the precise location of the airport's security infrastructure if they notice the specific locations where monitoring may occur. They request that airports be exempted from the new restrictions.

### NATURE AND SOURCES OF SUPPORT:

**Jess Zaccagnino, Policy Counsel, American Civil Liberties Union of Connecticut (ACLU-CT)**

Jess Zaccagnino, the policy counsel for the ACLU-CT express support for this bill because this bill is particularly important as the nature of work and workplaces are quickly changing as technology advances and employers adopt new means to monitor productivity, track activity, and evaluate performance. Artificial intelligence and other automated digital tools can now analyze keystrokes, computer usage, location data, communications, and other facets of daily work which raises serious concerns when it comes to the privacy of workers. She argues that employees deserve to know when they are being monitored and how those systems operate. Senate Bill 472 would require employers to clearly notify employees if and when electronic surveillance may occur during work and under what circumstances monitoring could be conducted without prior notice. Without regulation the use of surveillance technology can negatively impact pay, workload, hours, and employment status without transparency and accountability. Elusive promises of efficiency and innovation are not worth the harms to workers that are bound to occur without regulation or accountability.

**Ed Hawthorne, President, CT AFL-CIO**

Ed Hawthorne, president of the CT AFL-CIO, states that while technology has the ability to support legitimate business functions, the growing and often invisible use of these systems raises serious concerns for workers. He argues that employees deserve to know when they are being monitored and how those systems operate. Especially, in an era when surveillance tools can operate continuously and at scale, transparency is essential.

**NATURE AND SOURCES OF OPPOSITION:**

3 individuals opposed this bill.

**Reported by: Luna Romani**

**Date: 03/31/2026**