

OFFICE OF LEGISLATIVE RESEARCH
PUBLIC ACT SUMMARY



PA 26-89—sSB 439

Labor and Public Employees Committee

Judiciary Committee

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

SUMMARY: This act allows third-party vendors that operate self-service kiosks to use an electronic surveillance device or system in employee lounges as long as it (1) does not record sound or voice and (2) only records the kiosk’s checkout area and the area where products are displayed for sale. Under the act, a “self-service kiosk” is an interactive, stand-alone terminal that allows people to independently scan and buy items for sale.

The act prohibits employers, including their agents and representatives, from asking to view the vendor’s surveillance system’s video except when the vendor reports an alleged theft by an employee. The vendor must otherwise maintain sole custody of the video collected by the surveillance system and cannot release or allow access to it unless required by law.

Existing law otherwise prohibits employers from using an electronic surveillance device or system to record or monitor employee activities in areas designed (1) for employee health or personal comfort or (2) to safeguard employees’ possessions. The act extends the law’s penalties for violations to also cover third-party vendors who violate the act’s provisions (a \$500 fine for a first offense, a \$1,000 fine for a second offense, and a \$1,000 fine and 30 days’ imprisonment for subsequent offenses).

EFFECTIVE DATE: October 1, 2026