



General Assembly

February Session, 2026

Raised Bill No. 472

LCO No. 2786



Referred to Committee on GOVERNMENT ADMINISTRATION
AND ELECTIONS

Introduced by:
(GAE)

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

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

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 Section 31-48d of the general statutes is repealed and the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

3 (a) As used in this section:

4 (1) "Employer" means any person, firm or corporation, including the
5 state and any political subdivision of the state which has employees;

6 (2) "Employee" means any person who performs services for an
7 employer in a business of the employer, if the employer has the right to
8 control and direct the person as to (A) the result to be accomplished by
9 the services, and (B) the details and means by which such result is
10 accomplished; and

11 (3) "Electronic monitoring" means the collection of information on an
12 employer's premises concerning employees' activities or

13 communications by any means other than direct observation, including
14 the use of a computer, telephone, wire, radio, camera, electromagnetic,
15 photoelectronic or photo-optical systems, but not including the
16 collection of information (A) for security purposes in common areas of
17 the employer's premises which are held out for use by the public, or (B)
18 which is prohibited under state or federal law.

19 (b) (1) Except as provided in subdivision (2) of this subsection, each
20 employer who engages in any type of electronic monitoring shall give
21 prior written notice to all employees who may be affected, informing
22 them of the types of monitoring which may occur and the specific
23 locations on the employer's premises where such monitoring may occur.
24 Each employer shall post, in a conspicuous place which is readily
25 available for viewing by its employees, including, but not limited to, in
26 the specific location on the employer's premises where such monitoring
27 may occur, a notice concerning the types of electronic monitoring which
28 the employer may engage in and the specific locations on the employer's
29 premises where such monitoring may occur. Such posting shall
30 constitute such prior written notice. Each employer who engages in any
31 type of electronic monitoring shall also provide each employee hired on
32 or after October 1, 2026, with a plain language statement in writing
33 advising which activities are prohibited and may be monitored without
34 giving prior written notice, as described in subdivision (2) of this
35 subsection, prior to the employee commencing employment.

36 (2) When (A) an employer has reasonable grounds to believe that
37 employees are engaged in conduct which (i) violates the law, (ii) violates
38 the legal rights of the employer or the employer's employees, or (iii)
39 creates a hostile workplace environment, and (B) electronic monitoring
40 may produce evidence of this misconduct, the employer may conduct
41 monitoring without giving prior written notice.

42 (c) The Labor Commissioner may levy a civil penalty against any
43 person that the commissioner finds to be in violation of subsection (b)
44 of this section, after a hearing conducted in accordance with sections 4-

45 176e to 4-184, inclusive. The maximum civil penalty shall be five
46 hundred dollars for the first offense, one thousand dollars for the second
47 offense and three thousand dollars for the third and each subsequent
48 offense.

49 (d) The provisions of this section shall not apply to a criminal
50 investigation. Any information obtained in the course of a criminal
51 investigation through the use of electronic monitoring may be used in a
52 disciplinary proceeding against an employee.

This act shall take effect as follows and shall amend the following sections:		
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Section 1	<i>October 1, 2026</i>	31-48d
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Statement of Purpose:

To require employers to notify employees of where electronic surveillance is occurring and which prohibited activities may give rise to surveillance without prior notice.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]