



Senate

General Assembly

File No. 366

February Session, 2026

Substitute Senate Bill No. 439

Senate, April 2, 2026

The Committee on Labor and Public Employees reported through SEN. KUSHNER of the 24th Dist., Chairperson of the Committee on the part of the Senate, that the substitute bill ought to pass.

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:

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 Section 31-48b of the general statutes is repealed and the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

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

9 (b) No employer or agent or representative of an employer shall
10 operate any electronic surveillance device or system, including, but not
11 limited to, the recording of sound or voice or a closed circuit television
12 system, or any combination thereof, for the purpose of recording or

13 monitoring the activities of [his] employees in areas designed for the
14 health or personal comfort of the employees or for safeguarding of their
15 possessions, such as rest rooms, locker rooms or lounges, except a third-
16 party vendor that operates a self-service kiosk located in such lounges
17 may operate an electronic surveillance device or system in such lounges
18 if such electronic surveillance device or system (1) does not record
19 sound or voice, and (2) only records the (A) checkout area of such self-
20 service kiosk, and (B) area where products are displayed for sale. Such
21 third-party vendor shall maintain sole custody of any video collected by
22 such electronic surveillance. No third-party vendor shall release or
23 provide access to any portion of such video except where permitted by
24 the provisions of this section or otherwise required by law. No employer
25 or agent or representative of an employer shall request to view any such
26 video or use any such video in a disciplinary action, except where there
27 has been an alleged theft by an employee reported by a third-party
28 vendor. For purposes of this section, "self-service kiosk" means an
29 interactive, stand-alone terminal that allows individuals to
30 independently scan and purchase items for sale.

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

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

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

This act shall take effect as follows and shall amend the following sections:		
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Section 1	<i>October 1, 2026</i>	31-48b
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LAB *Joint Favorable Subst.*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 27 \$	FY 28 \$
Labor Dept.	GF - Potential Revenue Gain	See Below	See Below

Note: GF=General Fund

Municipal Impact: None

Explanation

The bill allows third-party vendors to use electronic surveillance in self-service kiosks located in certain areas designed for employees and extends current penalties for violations to cover these vendors. This results in a potential revenue gain¹ to the Department of Labor (DOL) to the extent violations are found and penalties are paid².

The Out Years

The annualized ongoing fiscal impact identified above would continue into the future subject to the number of violations found and penalties paid.

¹ According to the DOL, there have been no related penalties collected over the last couple of years.

² The penalty for the first offense is \$500; for the second, \$1,000; and for subsequent offenses, \$1,000 and 30 days of imprisonment.

OLR Bill Analysis**sSB 439*****AN ACT CONCERNING ELECTRONIC SURVEILLANCE DEVICES AND SYSTEMS AND SELF-SERVICE KIOSKS IN EMPLOYEE LOUNGES.*****SUMMARY**

This bill allows third-party vendors that operate self-service kiosks to use an electronic surveillance device or system in certain areas designed for employees (for example, employee locker rooms or lounges) as long as the surveillance device or system (1) does not record sound or voice and (2) only records the self-service kiosk's checkout area and the area where products are displayed for sale. Under the bill, a "self-service kiosk" is an interactive, stand-alone terminal that allows people to independently scan and buy items for sale.

Under the bill, employers cannot ask 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 provide access to it unless it is required by law.

Current law otherwise prohibits employers from using an electronic surveillance device or system to record or monitor employee activities in areas designed for the health or personal comfort of employees, or to safeguard their possessions. The bill extends the current law's penalties for violations to also cover third-party vendors who violate the bill'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

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable Substitute

Yea 11 Nay 2 (03/19/2026)