



Senate

General Assembly

File No. 576

February Session, 2026

Substitute Senate Bill No. 472

Senate, April 9, 2026

The Committee on Government Administration and Elections reported through SEN. FLEXER of the 29th Dist., Chairperson of the Committee on the part of the Senate, that the substitute bill ought to pass.

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 Section 31-48d of the general statutes is repealed and the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] subdivisions (2) and (3) of
20 this subsection, each employer who engages in any type of electronic
21 monitoring shall give prior written notice to all employees who may be
22 affected, informing them of the types of monitoring which may occur
23 and the specific locations on the employer's premises where such
24 monitoring may occur. Each employer shall post, in a conspicuous place
25 which is readily available for viewing by its employees, including, but
26 not limited to, in the specific location on the employer's premises where
27 such monitoring may occur, a notice concerning the types of electronic
28 monitoring which the employer may engage in and the specific
29 locations on the employer's premises where such monitoring may occur.
30 Such posting shall constitute such prior written notice. Each employer
31 who engages in any type of electronic monitoring shall also provide
32 each employee hired on or after October 1, 2026, with a plain language
33 statement in writing advising which activities are prohibited and may
34 be monitored without giving prior written notice, as described in
35 subdivision (2) of this subsection, prior to the employee commencing
36 employment.

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

43 (3) The provisions of this subsection requiring an employer to
44 disclose the specific location of the employer's premises where

45 electronic monitoring may occur shall not apply if such premises are an
46 airport.

47 (c) The Labor Commissioner may levy a civil penalty against any
48 person that the commissioner finds to be in violation of subsection (b)
49 of this section, after a hearing conducted in accordance with sections 4-
50 176e to 4-184, inclusive. The maximum civil penalty shall be five
51 hundred dollars for the first offense, one thousand dollars for the second
52 offense and three thousand dollars for the third and each subsequent
53 offense.

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

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2026	31-48d

GAE *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 expands employer requirements regarding the electronic surveillance of employees. This results in a potential revenue gain to the Department of Labor¹ to the extent employers violate these requirements and penalties are collected.

The Out Years

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

¹ The maximum penalty is \$500 for the first offense, \$1,000 for the second offense, and \$3,000 for the third and each subsequent offense. According to the agency, no related penalties have been collected during the last few years.

OLR Bill Analysis**sSB 472*****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).

The bill exempts airports from the requirement to disclose the specific, monitored locations in the workplace.

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)