

# Labor and Public Employees Committee

## JOINT FAVORABLE REPORT

**Bill No:** SB-439 / [Bill Status](#) / [Public Hearing Testimony](#)

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

**Vote Date:** 3/19/2026

**Vote Action:** Joint Favorable Substitute

**PH Date:** 3/10/2026

**File No.:**

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### SPONSORS OF BILL:

Labor & Public Employees Committee

### REASONS FOR BILL:

The reason for this bill is to allow for surveillance of self-service kiosks in employee lounges to maximize the efficiency of these kiosks and deter theft or misconduct. Making fresh and healthy food options more accessible to employees as this bill's implementation would lead to an influx of self-service kiosks in employee lounges. This is notable, as current CT law prohibits cameras in break rooms, in order to protect employee privacy, which this bill seeks to amend in limited situations.

### SUBSTITUTE LANGUAGE (IF APPLICABLE):

LCO 3444 allows third-party vendors, rather than employers, to operate the surveillance systems, requires the vendor to maintain sole access to the video, and limits the employer's access to the video to instances of alleged theft.

### RESPONSE FROM ADMINISTRATION/AGENCY:

None provided.

### NATURE AND SOURCES OF SUPPORT:

**Micheal Hogg, Director, Gov. Affairs, State and Local:** Submitted testimony supporting this bill on behalf of the New England Refreshment Services Associate (NERSA) and the National Automatic Merchandising Association (NAMA). Video cameras would primarily be used as security measures against theft while simultaneously serving as a way to monitor

any unusual activity occurring on their systems to ensure they are functioning properly. Without the protections granted by this bill, employers have turned to installing vending machines in employee lounge-areas, limiting employees' access to fresh and healthy food. It should be noted that in some cases these micro-markets are meeting federal stocking requirements that would allow operators to accept SNAP benefits further showcasing the importance of these micro-markets. Mr. Hogg requested an amendment be added to Line 20 to read, "only records the area of such self-service kiosk and the area where products are displayed for sale." to ensure all products are monitored.

**Micheal Cicarelli, President, Berkshire Food Inc & Mark Lathrop, President, Lathrop Vending Inc.:** Submitted similar testimony both as Presidents of convenience service industries in support of this bill as it will make for the protected expansion of their micro-markets that broaden the selection of high quality food and beverages available to employees. As their micro-markets are built to be physically unattended by any cashier, this bill would ensure the protection of their goods, as their stock and transactions would be practically monitored by video footage. They state that this bill will allow operators to monitor merchandise and deter theft. Emphasizing the fact that the footage collected on cameras would be destroyed after being briefly stored, and only to be accessed by the employer should any serious incidents of theft occur. Mr. Cicarelli repeated Mr. Hogg's request for language changes.

#### **NATURE AND SOURCES OF OPPOSITION:**

**Ed Hawthorne, President, Connecticut AFL-CIO:** Submitted testimony in opposition as it does not state that employers need to disclose to employees that they are subject to video surveillance in their break-rooms. There are also no provisions included that address where or for how long video recordings can be stored, nor does it specify the purposes that the footage can serve, or how and when it will be destroyed. This could lead to employers misusing the footage in a way that scrutinizes employees. This can also be done if body language, movements or facial expressions are misinterpreted as the footage would not include any audio. All of this would leave the employee unprotected as there are also no provisions that state whether or not an employer is required to investigate incidents of any alleged theft reported from the vendor.

**Dave Weidlich Jr., President, Communications Workers of America:** Submitted testimony in opposition to as there are no provisions that clarify the details for the use of the video footage such as, how it is stored, when and how it is destroyed, how it can be used, and what further actions an employer can or cannot take in the case that a theft has been caught on tape. All of these unknowns leave the employee unprotected against unrelated disciplinary action that video footage may lead to.

**Bryan Chong, Communications Organizer, Teamsters Local 671 & Anthony Lepore, Principal Officer, Teamsters Local 671:** Submitted testimony in opposition as surveillance in employee break rooms would result in an overwhelming amount of surveillance for employees as many of them are already on video for the entirety of their shift. Staff break rooms are meant to be a place where employees shouldn't feel like they are being monitored. The implementation of this bill would remove Connecticut's status as being the only state in the country that does not allow cameras in break rooms, which serves as a protection for the limited amount of privacy time that employees receive during their workday.

**OTHER TESTIMONY:**

**Pat Garofalo, Director of State and Local Policy, American Economic Liberties Project:** Submitted testimony regarding surveillance pricing and the issues that come with allowing cameras to surveil consumer actions and collect that individualized data. There are no specifications on how gathered video footage may be used which opens up the doors for corporations to analyze this footage and collect data on consumer behaviors. This aims their focus towards optimizing revenue based on these consumer behaviors, rather than maximizing product quality, innovation, or customer service.

**Reported by: Sharmel Rivera**

**Date: 3/30/2026**