



General Assembly

February Session, 2026

Raised Bill No. 439

LCO No. 2673



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
(LAB)

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 Section 31-48b of the general statutes is repealed and the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 an

16 employer or agent or representative of an employer may operate an
17 electronic surveillance device or system in such lounges if (1) such area
18 has a self-service kiosk, and (2) such electronic surveillance device or
19 system (A) does not record audio, and (B) only records the area of such
20 self-service kiosk. For purposes of this section, "self-service kiosk"
21 means an interactive, stand-alone terminal that allows individuals to
22 independently scan and purchase items for sale.

23 (c) Any employer who violates any provision of subsection (b) of this
24 section shall, for the first offense, be fined five hundred dollars, for the
25 second offense, be fined one thousand dollars and, for the third and any
26 subsequent offense, be fined one thousand dollars and imprisoned
27 thirty days.

28 (d) No employer or [his] such employer's agent or representative and
29 no employee or [his] such employee's agent or representative shall
30 intentionally overhear or record a conversation or discussion pertaining
31 to employment contract negotiations between the two parties, by means
32 of any instrument, device or equipment, unless such party has the
33 consent of all parties to such conversation or discussion.

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

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

Statement of Purpose:
To exempt self-service kiosks from the prohibition on electronic surveillance devices and systems in employee lounges.

[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.]