



General Assembly

Substitute Bill No. 439

February Session, 2026



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 Section 31-48b of the general statutes is repealed and the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:		
Section 1	October 1, 2026	31-48b

LAB *Joint Favorable Subst.*