



General Assembly

**Substitute Bill No. 472**

February Session, 2026



**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 Section 31-48d of the general statutes is repealed and the  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.*