
OLR Bill Analysis

sSB 439

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

SUMMARY

This bill allows third-party vendors that operate self-service kiosks to use an electronic surveillance device or system in certain areas designed for employees (for example, employee locker rooms or lounges) as long as the surveillance device or system (1) does not record sound or voice and (2) only records the self-service kiosk's checkout area and the area where products are displayed for sale. Under the bill, a "self-service kiosk" is an interactive, stand-alone terminal that allows people to independently scan and buy items for sale.

Under the bill, employers cannot ask to view the vendor's surveillance system's video except when the vendor reports an alleged theft by an employee. The vendor must otherwise maintain sole custody of the video collected by the surveillance system and cannot release or provide access to it unless it is required by law.

Current law otherwise prohibits employers from using an electronic surveillance device or system to record or monitor employee activities in areas designed for the health or personal comfort of employees, or to safeguard their possessions. The bill extends the current law's penalties for violations to also cover third-party vendors who violate the bill's provisions (a \$500 fine for a first offense, a \$1,000 fine for a second offense, and a \$1,000 fine and 30 days' imprisonment for subsequent offenses).

EFFECTIVE DATE: October 1, 2026

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable Substitute

Yea 11 Nay 2 (03/19/2026)