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## **OLR Bill Analysis**

### **sSB 472**

#### ***AN ACT CONCERNING THE ELECTRONIC SURVEILLANCE OF EMPLOYEES.***

#### **SUMMARY**

This bill requires employers who electronically monitor their employees to:

1. include the specific workplace locations that may be monitored in the notice they are already required to post about the types of monitoring they conduct;
2. post the notice in the locations where monitoring may occur; and
3. give prospective employees, hired beginning October 1, 2026, a written, plain-language statement on prohibited activities that may be monitored without prior written notice (see BACKGROUND).

The bill exempts airports from the requirement to disclose the specific, monitored locations in the workplace.

EFFECTIVE DATE: October 1, 2026

#### **BACKGROUND**

##### ***Permitted Monitoring Without Prior Notice***

Existing law permits employers to electronically monitor employees, without prior written notice, if they have reasonable grounds to believe that their employees are engaged in conduct that (1) violates the law, (2) violates the legal rights of the employer or employees, or (3) creates a hostile workplace environment. The employer must also believe that monitoring may produce evidence of the misconduct.

***Penalties Under Existing Law for Violations***

Existing law allows the labor commissioner, after an administrative hearing, to impose a civil penalty against an employer for violations of the employee electronic surveillance laws of up to a \$500 fine for a first offense, \$1,000 for a second, and \$3,000 for each subsequent offense.

**COMMITTEE ACTION**

Government Administration and Elections Committee

Joint Favorable Substitute

Yea 13    Nay 6    (03/23/2026)