

OFFICE OF LEGISLATIVE RESEARCH
PUBLIC ACT SUMMARY



PA 26-73—sSB 472

Government Administration and Elections Committee

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

SUMMARY: Existing law generally requires employers to give written notice to their employees about any electronic monitoring that may affect employees and post it in a conspicuous place accessible to their employees. This act expands these provisions by requiring employers to (1) include the specific workplace locations employees may be monitored in the notice the employer must provide about the types of monitoring they do; (2) post the notice in the locations where monitoring may occur; and (3) give prospective employees, hired on or after October 1, 2026, a written, plain-language statement on prohibited activities that may be monitored without prior written notice (see below).

Under the act, an employer is not required to disclose the specific locations where they are electronically monitoring their employees if the employer has reasonable grounds to monitor for security and employee safety. The act also exempts airports from the specific location disclosure requirement.

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 their employees, or (3) creates a hostile workplace environment. The employer must also believe that monitoring may produce evidence of the misconduct.

EFFECTIVE DATE: October 1, 2026