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Employers engaged in electronic monitoring; prior notice required

Civil Rights (CVR) CHAPTER 6,
ARTICLE 5

*§ 52-c. Employers engaged in electronic monitoring; prior notice required. 1. For purposes of this section, employer means any individual, corporation, partnership, firm, or association with a place of business in the state. It shall not include the state or any political subdivision of the state.

2. (a) Any employer who monitors or otherwise intercepts telephone conversations or transmissions, electronic mail or transmissions, or





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monitoring. The notice required by this subdivision shall be in writing, in an electronic record, or in another electronic form and acknowledged by the employee either in writing or electronically. Each employer shall also post the notice of electronic monitoring in a conspicuous place which is readily available for viewing by its employees who are subject to electronic monitoring.

(b) For purposes of written notice required by paragraph (a) of this subdivision, an employee shall be advised that any and all telephone conversations or transmissions, electronic mail or transmissions, or internet access or usage by an employee by any electronic device or system, including but not limited to the use of a computer. telephone.



means.



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this section shall be subject
to a maximum civil penalty of five hundred
dollars for the first
offense, one thousand dollars for the
second offense and three thousand
dollars for the third and each subsequent
offense.

4. The provisions of this section shall not
apply to processes that
are designed to manage the type or volume
of incoming or outgoing
electronic mail or telephone voice mail or
internet usage, that are not
targeted to monitor or intercept the
electronic mail or telephone voice
mail or internet usage of a particular
individual, and that are
performed solely for the purpose of
computer system maintenance and/or
protection.

* NB There are 2 § 52-c's



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