

Update From The 2014 Session Of The Connecticut General Assembly Regarding “Employee Privacy”/ Social Media

Working Together

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By Mark Sommaruga On April 23, 2014, the Connecticut Senate approved Senate Bill No. 317, “An Act Concerning Employee Privacy.” This bill would generally prohibit employers from requiring employees (or job applicants) to provide passwords or user names to their “personal online accounts” as a condition of employment. Among other things, the bill does contain an exception allowing for employers to require employees to provide access to these accounts when the employer is conducting an investigation for the purpose of ensuring compliance with applicable state or federal laws, regulatory requirements or prohibitions against work-related employee misconduct based on the receipt of specific information about activity on an employee or applicant's personal online account. The bill awaits action in the House of Representatives. Stay tuned.