

HB 1020 -- Employee Privacy on Social Networking Websites

Sponsor: McCann Beatty

This bill prohibits an employer from requiring an employee or prospective employee to provide a password or other account information in order to access the employee's or prospective employee's account or profile on a social networking website.

An employer is not prohibited from:

(1) Having lawful workplace policies governing the use of the employer's electronic equipment, including policies regarding internet, social networking website, and email usage;

(2) Monitoring usage of the employer's electronic equipment and electronic mail without requiring knowledge of any employee's password;

(3) Obtaining information that is in the public domain about an employee or prospective employee;

"Social networking website" is defined as an internet-based service that allows individuals to construct profiles within a bounded system created by the service, to create a list of other users with whom the individual shares a connection within the system, and to view and navigate the individual's list of connections and those made by others within the system. "Social networking website" does not include electronic mail.