

# STATE OF NEW YORK

4167

2017-2018 Regular Sessions

## IN SENATE

February 6, 2017

Introduced by Sen. KRUEGER -- read twice and ordered printed, and when printed to be committed to the Committee on Labor

AN ACT to amend the labor law, in relation to protecting the privacy of employees' and prospective employees' social media accounts

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

1 Section 1. The labor law is amended by adding a new section 215-d to  
2 read as follows:

3 § 215-d. Invasion of privacy by an employer against an employee or  
4 prospective employee. 1. Definitions. For purposes of this section:

5 (a) "Applicant" means an applicant for employment.

6 (b) "Electronic communications device" means any device that uses  
7 electronic signals to create, transmit and receive information, and  
8 shall include but not be limited to, computers, telephones, personal  
9 digital assistants and other similar devices.

10 2. (a) An employer, employer's agent or representative, or its designee shall not require any employee or applicant to disclose any log-in  
11 name, password or other means for accessing a personal account or  
12 service through an electronic communications device.

13 (b) An employer, employer's agent or representative, or its designee may require an employee to disclose any log-in name, password or other  
14 means for accessing non-personal accounts or services that provide  
15 access to the employer's internal computer or information systems.

16 3. An employer, employer's agent or representative, or its designee shall not:

17 (a) terminate, discipline or otherwise penalize an employee, or  
18 threaten to terminate, discipline or otherwise penalize an employee for  
19 the employee's refusal to disclose any information in violation of  
20 subdivision two of this section; or

21 EXPLANATION--Matter in italics (underscored) is new; matter in brackets  
22 [-] is old law to be omitted.

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1     (b) fail or refuse to hire any applicant as a result of the appli-  
2     cant's refusal to provide any information in violation of subdivision  
3     two of this section.

4     4. Where a violation of this section is alleged to have occurred, the  
5     attorney general may apply in the name of the people of the state of New  
6     York for an order enjoining or restraining the commission or continuance  
7     of the alleged unlawful acts. In any such proceeding, the court may  
8     impose a civil penalty in the amount of three hundred dollars for the  
9     first violation and five hundred dollars for each subsequent violation.

10    5. This section does not prohibit or restrict an employer from comply-  
11    ing with a duty to screen employees or applicants prior to hiring or to  
12    monitor or retain employee communications that is established under  
13    federal or state law or by a self-regulatory organization, as defined in  
14    section 3(a)(26) of the Securities and Exchange Act of 1934, 15 USC  
15    78c(a)(26).

16    § 2. This act shall take effect immediately.