

**BILL SUMMARY**  
1<sup>st</sup> Session of the 58<sup>th</sup> Legislature

<b>Bill No.:</b>	<b>HB 1126</b>
<b>Version:</b>	<b>Introduced</b>
<b>Request Number:</b>	<b>6499</b>
<b>Author:</b>	<b>Rep. Phillips</b>
<b>Date:</b>	<b>2/9/2021</b>
<b>Impact:</b>	<b>State Agencies: minimal costs</b>

**Research Analysis**

HB 1126, as introduced, requires an employer that monitors employee email accounts to give notice to employees prior to any monitoring. The employer may conduct monitoring without notice if there are reasonable grounds to believe employees are engaged in illegal conduct and that monitoring may produce evidence. The measure also requires all state agencies, institutions and political subdivisions to adopt a written policy on monitoring email.

Prepared By: Sean Webster

**Fiscal Analysis**

HB 1126 in its current form requires employers to provide written notice email monitoring to employees. The measure also requires state agencies to adopt written policies related to email monitoring. Any costs to state agencies related to the written notice requirements and written policy requirements is expected to be minimal.

Prepared By: John McPhetridge

**Other Considerations**

None.