
THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE BILL

No. 319 Session of
2015

INTRODUCED BY BREWSTER, FONTANA, SCHWANK, HUGHES, FARNESE AND
RAFFERTY, JANUARY 23, 2015

REFERRED TO LABOR AND INDUSTRY, JANUARY 23, 2015

AN ACT

1 Amending the act of November 26, 1978 (P.L.1212, No.286),
2 entitled "An act authorizing an employee to inspect certain
3 personnel files of his employer," requiring an employer to
4 provide notification to its employees of telephone call
5 monitoring.

6 The General Assembly of the Commonwealth of Pennsylvania
7 hereby enacts as follows:

8 Section 1. The title of the act of November 26, 1978
9 (P.L.1212, No.286), referred to as the Inspection of Employment
10 Records Law, is amended to read:

11 AN ACT

12 Authorizing an employee to inspect certain personnel files of
13 his employer; and requiring an employer to provide
14 notification to its employees of telephone call monitoring.

15 Section 2. The act is amended by adding a section to read:

16 Section 2.2. Notification to employee of telephone call
17 monitoring.

18 An employer which engages in the monitoring of the telephone
19 calls of its employees shall notify any employee when the

1 employee's telephone call is being monitored by the employer.
2 The notification may be made orally or by the installation of a
3 monitor on the employee's telephone so that the employee is
4 advised when the employee's telephone call is being monitored.

5 Section 3. This act shall take effect immediately.