NOTICE

To the Employees of
Killingly Public Schools

In accordance with **§31-48d of the Connecticut General Statutes**, this document will serve as notice that this employer may engage in the following types of **Electronic Monitoring** of employees' activities or communications:

Types of Electronic Monitoring:

- Telephone
- Camera
- Computer
- Network & Internet
- Radio
- Wire
- Electromagnetic
- Photoelectronic
- Timekeeping systems
- Vehicle Telemetry
- Biometric access controls
- Electronic access control systems
- Audio recording devices

Electronic Monitoring is present at the following locations:

- 79 Westfield Avenue (including Central Office, KTA, Adult Education, and other affiliated programs)
- Goodyear Early Childhood Center (GECC)
- Killingly Central School (KCS)
- Killingly Memorial School (KMS)
- Killingly Intermediate School (KIS)
- Killingly High School (KHS)
- KPS O&M Facilities
- KPS Bus Garage
- All additional exterior Board of Education premises

If you have any questions regarding this notice, please contact the Killingly Public Schools Central Office.

CT Public Act 26-73

Each employer shall post, in a conspicuous place which is readily available for viewing by its employees, including, but not limited to, in the specific location on the employer's premises where such monitoring may occur, a notice concerning the types of electronic monitoring which the employer may engage in and the specific locations on the employer's premises where such monitoring may occur.

(a) As used in this section:

(1) "Employer" means any person, firm or corporation, including the state and any political subdivision of the state which has employees;

(2) "Employee" means any person who performs services for an employer in a business of the employer, if the employer has the right to control and direct the person as to (A) the result to be accomplished by the services, and (B) the details and means by which such result is accomplished; and

(3) "Electronic monitoring" means the collection of information on an employer's premises concerning employees' activities or communications by any means other than direct observation, including the use of a computer, telephone, wire, radio, camera, electromagnetic, photoelectronic or photo-optical systems, but not including the collection of information (A) for security purposes in common areas of the employer's premises which are held out for use by the public, or (B) which is prohibited under state or federal law.

(b) (1) Except as provided in subdivisions (2) and (3) of this subsection, each employer who engages in any type of electronic monitoring shall give prior written notice to all employees who may be affected, informing them of the types of monitoring which may occur and the specific locations on the employer's premises where such monitoring may occur. Each employer shall post, in a conspicuous place which is readily available for viewing by its employees, including, but not limited to, in the specific location on the employer's premises where such monitoring may occur, a notice concerning the types of electronic monitoring which the employer may engage in and the specific locations on the employer's premises where such monitoring may occur. Such posting shall constitute such prior written notice. Each employer who engages in any type of electronic monitoring shall also provide each employee hired on or after October 1, 2026, with a plain language statement in writing advising which activities are prohibited and may be monitored without giving prior written notice, as described in subdivision (2) of this subsection, prior to the employee commencing employment.

(2) When (A) an employer has reasonable grounds to believe that employees are engaged in conduct which (i) violates the law, (ii) violates the legal rights of the employer or the employer's employees, or (iii) creates a hostile workplace environment, and (B) electronic… (ctd.)

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...monitoring may produce evidence of this misconduct, the employer may conduct monitoring without giving prior written notice.

(3) The provisions of this subsection requiring an employer to disclose the specific location of the employer's premises where electronic monitoring may occur shall not apply (A) if such premises are an airport, or (B) when an employer has reasonable grounds to conduct such monitoring for security and employee safety purposes.

(c) The Labor Commissioner may levy a civil penalty against any person that the commissioner finds to be in violation of subsection (b) of this section, after a hearing conducted in accordance with sections 4–176e to 4– 184, inclusive. The maximum civil penalty shall be five hundred dollars for the first offense, one thousand dollars for the second offense and three thousand dollars for the third and each subsequent offense.

(d) The provisions of this section shall not apply to a criminal investigation. Any information obtained in the course of a criminal investigation through the use of electronic monitoring may be used in a disciplinary proceeding against an employee.

(P.A. 26-73)