



New York Requires Notice of Electronic Monitoring (5/7/22)

New York employers that monitor employees' telephone calls, e-mails or internet use must soon provide written notice to employees. The change comes during an era where many employees are communicating with each other via digital means on a near-constant basis, leading to the opportunity to look over workers' shoulders like never before.

Such activity will now be regulated in New York, leading to new compliance obligations for employers. Here's what employers need to know about this new law, signed by the governor on Nov. 8 and taking effect in May 2022.

Read the rest of the article:

[New York Employers Must Soon Provide Notice of Digital Workplace Monitoring](#)

Fisher Phillips via SHRM | Nov 2021

The law provides language akin to a model employee notice that employers can use, which states "an employee shall be advised that any and all telephone conversations or transmissions, electronic mail or transmissions, or internet access or usage by an employee by any electronic device or system, including but not limited to the use of a computer, telephone, wire, radio or electromagnetic, photoelectronic or photo-optical systems may be subject to monitoring at any and all times and by any lawful means."

[Notice of Electronic Monitoring to Employees — New Requirements for Employers in NY State](#)

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Effective date: 5/7/22

[Text of the measure](#)

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