

HOUSE BILL No. 5971

June 25, 1998, Introduced by Reps. Hanley, Brater, Martinez, Hale, LaForge, Schauer, Anthony, Cherry and Schermesser and referred to the Committee on Labor and Occupational Safety.

A bill to regulate employer monitoring of employee communications.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 1. This act shall be known and may be cited as the
2 "communications monitoring policy act".

3 Sec. 2. As used in this act, "employer", "employee", and
4 "monitor" mean those terms as defined in the employee communica-
5 tions monitoring act.

6 Sec. 3. An employer shall not monitor the communications of
7 an employee unless the employer establishes a communication moni-
8 toring policy that is in writing, is disclosed to each employee
9 subject to monitoring, and does all of the following:

10 (a) Specifies the methods of monitoring that the employer
11 will exercise.

1 (b) Specifies the communication media that will be subject
2 to monitoring.

3 (c) Specifies the type of communications subject to
4 monitoring.

5 (d) Identifies the frequency at which monitoring will
6 occur.

7 (e) Provides the employee whose communications are monitored
8 with advance written notice of the monitoring.

9 Enacting section 1. This act does not take effect unless
10 Senate Bill No. _____ or House Bill No. _____ (request
11 no. 03779'97 *) of the 89th Legislature is enacted into law.