



SPONSOR: Rep. Keeley ;  
Brady, Capano, Cathcart, Cloutier,  
D. Ennis, Houghton, Lee, Lofink,  
Maier, Oberle, Price, Reynolds,  
Viola, Wagner; Sen. McDowell

HOUSE OF REPRESENTATIVES

140th GENERAL ASSEMBLY

HOUSE BILL NO. 673

AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE RELATING TO EMPLOYMENT PRACTICES.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF DELAWARE:

1       Section 1. Amend Chapter 7, Title 19 of the Delaware Code, by adding a new section as follows:

2            “§ 705. Notice of monitoring of telephone transmissions, electronic mail, and internet usage.

3            No employer in this State shall monitor or otherwise intercept any telephone conversation or  
4            transmission, electronic mail or transmission, or internet access or usage of or by an employee unless the  
5            employer has first given notice to the employee of such monitoring at the time that the employee is hired or  
6            at least ten days prior to instituting a monitoring procedure. Whoever violates this section shall be subject  
7            to a civil penalty of \$100 for each such violation. A civil penalty claim may be filed in any court of  
8            competent jurisdiction.”

SYNOPSIS

This bill requires that any employers who monitor any telephone calls, emails, or internet access of or by employees shall give notice of such monitoring activities to the employees prior to doing so or at the time of hiring.