

# One Hundred Fourth Legislature - Second Session - 2016

## Introducer's Statement of Intent

### LB821

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**Chairperson: Senator Burke Harr**

**Committee: Business and Labor**

**Date of Hearing: February 08, 2016**

The following constitutes the reasons for this bill and the purposes which are sought to be accomplished thereby:

LB 821 would restrict employers from requesting or requiring that employees or applicants provide an employer with account information so that the employer can access their private social networking site profile or account. LB 821 also restricts employers from requesting or requiring that the employee or applicant log on to his or her social networking account in the presence of the employer, in addition to restricting the employer from accessing a social networking account indirectly through a third party contact.

LB 821 would allow an employer to seek out information about employees or applicants already existing in the public domain and does not limit employers from promulgating or maintaining workplace policies regarding the use of the employer's electronic equipment for Internet use, social networking site use, or electronic mail use.

LB 821 would establish a civil cause of action to remedy violations of the Workplace Privacy Act and provide for relief.

**Principal Introducer:** \_\_\_\_\_

Senator Tyson Larson