

**STATE
FISCAL IMPACT**

Drafting Number: LLS 13-0049
Prime Sponsor(s): Rep. Williams
 Sen. Ulibarri

Date: January 16, 2013
Bill Status: House Business, Labor, Economic
 and Workforce Development
Fiscal Analyst: Kerry White (303-866-3469)

TITLE: CONCERNING EMPLOYER ACCESS TO PERSONAL INFORMATION THROUGH ELECTRONIC COMMUNICATION DEVICES.

Fiscal Impact Summary	FY 2013-2014	FY 2014-2015
State Revenue		
State Expenditures	See State Expenditures section.	
FTE Position Change		
Effective Date: Upon signature of the Governor, or upon becoming law without his signature.		
Appropriation Summary for FY 2013-2014: None required.		
Local Government Impact: None.		

Summary of Legislation

This bill prohibits an employer from requesting or requiring an employee or applicant to disclose any user name, password, or other means for accessing his or her personal account or service through the employee's or applicant's electronic communication device.

Background

Many employers have policies that relate to the use of employer-owned communication equipment and/or the ability to monitor the use of such equipment, including capturing keystroke data, such as passwords. As the bill is silent on the use of employer-owned communication devices, this analysis assumes that this bill will not affect the ability of an employer to continue these practices.

State Expenditures

This bill allows affected persons the opportunity to seek relief through the courts should an employer violate the requirements set forth under this bill. This analysis assumes that any impact will be minimal and can be accomplished within existing appropriations.

Departments Contacted

All Departments