

HR 5181

Employee Freedom from Invasion of Privacy Act

Congress: 108 (2003–2005, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Sep 29, 2004

Current Status: Sponsor introductory remarks on measure. (CR E1749)

Latest Action: Sponsor introductory remarks on measure. (CR E1749) (Sep 30, 2004)

Official Text: <https://www.congress.gov/bill/108th-congress/house-bill/5181>

Sponsor

Name: Rep. Petri, Thomas E. [R-WI-6]

Party: Republican • State: WI • Chamber: House

Cosponsors (1 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Andrews, Robert E. [D-NJ-1]	D · NJ		Sep 29, 2004

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	Sep 29, 2004
Oversight and Government Reform Committee	House	Referred To	Sep 29, 2004

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

No related bills are listed.

Employee Freedom from Invasion of Privacy Act - Prohibits employers from engaging in video or audio monitoring of employees in restroom facilities, dressing rooms, or other areas in which it is reasonable to expect employees to change clothing.

Establishes maximum civil penalties for violators. Requires the Secretary of Labor to: (1) provide written notice and an opportunity for a hearing before assessing penalties; and (2) determine the amount of penalties taking into account the nature of the violation and specified factors with respect to the violator.

Authorizes judicial review of an assessment order for employers who requested a hearing.

Authorizes the Attorney General to file suit to recover civil penalties assessed under this Act if an employer fails to pay.

Authorizes the Secretary to commence civil actions for injunctive relief to prevent violations of this Act.

Authorizes employees aggrieved by an employer's violation of this Act to commence a civil action against the employer for injunctive relief, damages (if the violation is knowing), or both.

Asserts that this Act does not alter State law or collective bargaining agreements except where inconsistent with this Act.

Actions Timeline

- **Sep 30, 2004:** Sponsor introductory remarks on measure. (CR E1749)
- **Sep 29, 2004:** Introduced in House
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- **Sep 29, 2004:** Referred to the Committee on Education and the Workforce, and in addition to the Committee on Government Reform, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned.
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