

S 262

Stop Spying Bosses Act

Congress: 118 (2023–2025, Ended)

Chamber: Senate

Policy Area: Labor and Employment

Introduced: Feb 2, 2023

Current Status: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

Latest Action: Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (Feb 2, 2023)

Official Text: <https://www.congress.gov/bill/118th-congress/senate-bill/262>

Sponsor

Name: Sen. Casey, Robert P., Jr. [D-PA]

Party: Democratic • **State:** PA • **Chamber:** Senate

Cosponsors (5 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Booker, Cory A. [D-NJ]	D · NJ		Feb 2, 2023
Sen. Fetterman, John [D-PA]	D · PA		Feb 2, 2023
Sen. Schatz, Brian [D-HI]	D · HI		Feb 2, 2023
Sen. Warren, Elizabeth [D-MA]	D · MA		Feb 2, 2023
Sen. Sanders, Bernard [I-VT]	I · VT		Dec 17, 2024

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Feb 2, 2023

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
118 HR 7690	Related bill	Mar 15, 2024: Referred to the Committee on Education and the Workforce, and in addition to the Committees on Oversight and Accountability, and House Administration, 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.

Stop Spying Bosses Act

This bill establishes requirements for employers with respect to the collection and disclosure of certain worker data. The requirements apply to employers with more than 10 workers, including government employers.

For example, employers must disclose to their workers (including job applicants) any workplace surveillance by the employer, including (1) what data is collected, (2) how the data is used, and (3) how such surveillance affects workers' performance assessments.

Further, employers may not use workplace surveillance for certain purposes, such as to (1) monitor a worker's activities related to a labor organization, (2) collect a worker's health information that is unrelated to the worker's job duties, (3) monitor a worker who is off duty or in a sensitive area, or (4) use an automated decision system (e.g., machine learning or artificial intelligence techniques) to predict the behavior of a worker that is unrelated to the worker's job .

Employers must disclose to a worker any work-related decision that relies on workplace surveillance data and allow the worker to review the data. Employers also must meet certain requirements before transferring surveillance data to a third party.

Additionally, the bill establishes the Privacy and Technology Division within the Department of Labor to implement and enforce the workforce surveillance requirements. The bill also provides for enforcement by private right of action, states, and other specified agencies.

Actions Timeline

- **Feb 2, 2023:** Introduced in Senate
- **Feb 2, 2023:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.