

**COMMITTEE AMENDMENT**

HOUSE OF REPRESENTATIVES

State of Oklahoma

SPEAKER:

CHAIR:

I move to amend HB1126 \_\_\_\_\_  
Of the printed Bill  
Page \_\_\_\_\_ Section \_\_\_\_\_ Lines \_\_\_\_\_  
Of the Engrossed Bill

By striking the Title, the Enacting Clause, the entire bill, and by  
inserting in lieu thereof the following language:

**AMEND TITLE TO CONFORM TO AMENDMENTS**

Amendment submitted by: Logan Phillips

Adopted: \_\_\_\_\_

\_\_\_\_\_  
Reading Clerk

STATE OF OKLAHOMA

1st Session of the 58th Legislature (2021)

PROPOSED COMMITTEE  
SUBSTITUTE  
FOR  
HOUSE BILL NO. 1126

By: Phillips

PROPOSED COMMITTEE SUBSTITUTE

An Act relating to technology; requiring employers provide written notice to employees of electronic monitoring; requiring certain categories of monitoring be disclosed; providing certain exception; providing penalties; requiring certain entities adopt a written policy on electronic monitoring; providing for codification; and providing an effective date.

BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

SECTION 1. NEW LAW A new section of law to be codified in the Oklahoma Statutes as Section 776.7.a of Title 15, unless there is created a duplication in numbering, reads as follows:

A. Employers who engage in any type of electronic monitoring of employee accounts shall give written notice to all employees prior to any monitoring electronic communication. This notice shall disclose to employees the categories of monitoring that may occur. However, if an employer has reasonable grounds to believe that employees are engaged in illegal conduct and electronic monitoring

1 may produce evidence of this misconduct, the employer may conduct  
2 monitoring without giving prior written notice. Employers  
3 monitoring electronics without giving written notice to employees  
4 shall be fined Five Hundred Dollars (\$500.00) for the first offense,  
5 One Thousand Dollars (\$1,000.00) for the second offense and Three  
6 Thousand Dollars (\$3,000.00) for the third and each subsequent  
7 offense.

8 B. All state agencies, institutions or political subdivisions  
9 thereof that operate or maintain an electronic monitoring system  
10 shall adopt a written policy on the monitoring of electronics and  
11 the circumstances under which it shall be conducted.

12 SECTION 2. This act shall become effective November 1, 2021.

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14 58-1-7457 JBH 02/09/21  
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