



FIGHTING for PENNSYLVANIA FAMILIES

Stop Spying Bosses Act

U.S. Senators Bob Casey (D-PA), Cory Booker (D-NJ), and Brian Schatz (D-HI)

Across the country, workers are being tracked, monitored, managed, and disciplined by invasive and exploitative technologies. The use of workplace surveillance continues to spread with little oversight, accountability, or transparency due to an imbalance of power in the workplace and a lack of legal protections or regulatory restrictions on these behaviors. Without oversight, more and more intrusive technologies will be implemented in the workplace.

As you read this document, your mouse and keyboard sit idle. But imagine that this time is tracked by your employer. If you do not resume activity soon, you could accrue points in an automated system that tracks and calculates your performance—too much idle time and you may be penalized. This is the case for many workers. For others, workplace data collection is even more invasive, requiring employees to wear devices that track and record their location and activity or putting them under the watchful eye all day. Data collection, workplace surveillance, and automated decision systems imperil workers' autonomy, dignity, and, in some cases, their health and safety. Workers currently have no power over how data about them is collected and how it is being used.

Stop Spying Bosses Act

The Stop Spying Bosses Act of 2023 would require disclosures and prohibitions for employers engaging in surveillance of workers to help empower and protect workers. Specifically, this bill would:

- require any employer collecting data on employees or applicants to disclose such information in a timely and public manner;
- prohibit employers from collecting sensitive data on individuals (i.e., off-duty data collection, data collection that interferes with organizing, etc.);
- create rules around the usage of automated decision systems to empower workers in employment decisions; and
- establish the Privacy and Technology Division at the Department of Labor to enforce and regulate workplace surveillance as novel technologies evolve and grow.

Cosponsors

This bill is cosponsored by Senators Booker, Schatz, Fetterman, and Warren.

Supporting Organizations

This bill has been endorsed by the Economic Policy Institute (EPI), National Employment Law Project (NELP), AFL-CIO, the Athena Coalition, the Communications Workers of America (CWA), and Service Employees International Union (SEIU).