

HB 706 -- Password Privacy Protection Act

Sponsor: Funderburk

This bill establishes the Password Privacy Protection Act. The bill prohibits an employer from requesting or requiring an employee or applicant to disclose any user name, password, or other authentication means for accessing a personal online account or personal online service.

An employer may require an employee to disclose a user name, password, or other authentication means for accessing any electronic communications device supplied by or paid for by the employer, any accounts or services provided by the employer and used for business purposes, or any accounts or services used as a result of the employee's employment relationship with the employer.

An employer cannot discharge, discipline, or penalize, or threaten to discharge, discipline, or penalize an employee for his or her refusal to disclose any user name, password, or other authentication means for accessing a personal online account or personal online service; fail or refuse to hire an applicant for the refusal; or be held liable for failing to request or require an applicant or employee to disclose any user name, password, or other authentication means for accessing a personal online account or personal online service.

An employee cannot transfer an employer's proprietary or confidential information or financial data to an employee's personal online account or personal online service without the employer's authorization.

An employer is not prohibited from conducting specified investigations, disciplining or discharging an employee for the improper transfer of certain employer information, or monitoring or restricting an employee's access to certain websites or stored electronic data on an electronic communications device paid for by the employer.

An employer is not prohibited from viewing, accessing, or utilizing information about an employee or applicant that is readily available to the public.