



THE CITY OF STAMFORD/BOARD OF EDUCATION NOTICE

Pursuant to the authority of Public Act 98-142, the City of Stamford and the Board of Education hereby give notice to all its employees of the potential use of electronic monitoring in its workplace. While the City and/or the Board of Education may not actually engage in the use of electronic monitoring, it reserves the right to do so when determined by the City and/or the Board of Education in its discretion.

“Electronic monitoring,” as defined by Public Act 98-142, means the collection of information on the City’s and/or Board of Education’s premises concerning employees’ activities or communications, by any means other than direct observation of the employees. Electronic monitoring includes the use of a computer, telephone, wire, radio, camera, electromagnetic, photoelectronic or photo-optical systems. The law does not cover the collection of information (A) for security purposes in any common areas of the City and/or Board of Education premises which are open to the public, or (B) which is prohibited under other state or federal law.

The following specific types of electronic monitoring may be used by the City and/or Board of Education in its workplace:

- Monitoring of e-mail and other components of the City’s and/or Board of Education’s computer system for compliance with policies
- Video surveillance of employee parking areas for security purposes
- Telephone monitoring (customer service only) for quality control and performance assessment
- Monitoring of electromagnetic card access system for security purposes

The law also provides that, where electronic monitoring may produce evidence of misconduct, the City and/or Board of Education may use electronic monitoring without any prior notice when the City and/or Board of Education has reasonable grounds to believe employees are engaged in conduct that (i) violates the law, (ii) violates the legal rights of the City and/or Board of Education or other employees, or (iii) creates a hostile work environment.

Questions about electronic monitoring in the workplace should be directed to H. James Haselkamp, Jr., Director of Human Resources, City of Stamford, 977-4733 or Fay Ruotolo, Personnel Director, Board of Education, 977-4097.

March 3, 1999