

H0262 • Vermont

An act relating to restricting electronic monitoring of employees and the use of employment-related automated decision systems

Introduced

Risk: Medium

Comprehensive

Last Action (Feb 19, 2025): Read first time and referred to the Committee on General and Housing

Summary

This bill pertains to electronic monitoring of employees and employment-related automated decision systems; specifics will be detailed upon release of the full bill text.

Business Impact

If you operate in Vermont and use automated decision systems for employment, you must ensure compliance with privacy regulations by [date] or face penalties.

Key Provisions

- Provisions on electronic monitoring practices will be detailed in the full text.
- Details on surveillance types will be confirmed with the full text.
- Transparency requirements for automated decision systems will be specified in the full text.
- Applicability to Vermont employers will be confirmed with the full text.

Compliance Checklist

- Disclose monitoring practices to employees | Who: Employers | Penalty: To be determined
- Ensure transparency in automated decision systems | Who: Employers using such systems | Penalty: To be determined

Industries Affected

Employment Services

Employment

Human Resources

Technology

Topics

Automated Decision-Making

Bill Sponsors

Name	Party	Role
Brian Cina	Democratic/Progressive	Primary
Selene Colburn		Cosponsor
Emilie Kornheiser	Democratic	Cosponsor
David Yacovone		Cosponsor
Less...		Cosponsor
Brian Smith	Republican	Primary
Lynn Batchelor		Cosponsor
James Gregoire	Republican	Cosponsor
Lisa Hango	Republican	Cosponsor
Mark Higley	Republican	Cosponsor
Lori Houghton	Democratic	Cosponsor
Curtis McCormack		Cosponsor

Official Source

<https://legislature.vermont.gov/bill/status/2026/H.262>

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