

Fiscal Estimate Narratives
COMM 10/23/2007

LRB Number	07-2711/1	Introduction Number	AB-0533	Estimate Type	Original
Description Employer monitoring of employee electronic mail usage					

Assumptions Used in Arriving at Fiscal Estimate

AB 533 would prohibit an employer from monitoring any e-mail message sent or received by an employee, unless the employee sends or receives the message through a computer owned by the employer, and the employer provides written notice to the employee of the employer's policy upon hiring and not less than once each year after that. In addition, the employer must provide written notice to the employee of any change. This bill also extends confidentiality rights regarding personal e-mails and e-mails for concerted activities for the purpose of collective bargaining or other mutual aid or protection.

This bill will have an indeterminate fiscal effect on the Department of Commerce. Currently, Commerce provides each employee with a handbook detailing work policies and procedures upon hiring, and the employee is required to sign and return an Internet and E-mail Policy Use Agreement form. A slight increase in labor and supplies costs may occur if the Department is required to provide paper copies each year of the internet and e-mail policies to all employees. Additionally, costs may be incurred to review and analyze current e-mail policies and procedures in order to become compliant with the new law.

The fiscal effect for local governments will also be indeterminate. Currently, local governments do not have uniform e-mail policies, and have different organizational functions depending on their size and resources. Providing written notice to employees of the local government's e-mail policies may require additional labor and supplies, which will vary for each local government depending upon both the size and current policies of the local unit of government.

Long-Range Fiscal Implications

None anticipated