



Rep. La Shawn K. Ford

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LRB097 12051 JLS 68155 a

1 AMENDMENT TO HOUSE BILL 3782

2 AMENDMENT NO. \_\_\_\_\_. Amend House Bill 3782, AS AMENDED,  
3 with reference to page and line numbers of House Amendment No.  
4 1, by replacing lines 15 and 16 of page 1 and lines 1 through 19  
5 of page 2 with the following:

6 "(b) (1) It shall be unlawful for any employer to  
7 request or require any employee or prospective employee to  
8 provide any password or other related account information  
9 in order to gain access to the employee's or prospective  
10 employee's account or profile on a social networking  
11 website or to demand access in any manner to an employee's  
12 or prospective employee's account or profile on a social  
13 networking website.

14 (2) Nothing in this subsection shall limit an  
15 employer's right to:

16 (A) promulgate and maintain lawful workplace  
17 policies governing the use of the employer's  
18 electronic equipment, including policies regarding

1 Internet use, social networking site use, and  
2 electronic mail use; and

3 (B) monitor usage of the employer's electronic  
4 equipment and the employer's electronic mail without  
5 requesting or requiring any employee or prospective  
6 employee to provide any password or other related  
7 account information in order to gain access to the  
8 employee's or prospective employee's account or  
9 profile on a social networking website.

10 (3) Nothing in this subsection shall prohibit an  
11 employer from obtaining about a prospective employee or an  
12 employee information that is in the public domain or that  
13 is otherwise obtained in compliance with this amendatory  
14 Act of the 97th General Assembly.

15 (4) For the purposes of this subsection, "social  
16 networking website" means an Internet-based service that  
17 allows individuals to:

18 (A) construct a public or semi-public profile  
19 within a bounded system, created by the service;

20 (B) create a list of other users with whom they  
21 share a connection within the system; and

22 (C) view and navigate their list of connections and  
23 those made by others within the system.

24 "Social networking website" shall not include  
25 electronic mail."