

# Maine Employer Surveillance—Your Rights



Maine Law 26 MRSA §620 A protects employees from improper employer surveillance.



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## Maine Law 26 MRSA §620-A prohibits employers from:

- using employer surveillance unless the employer notifies the employee in advance;
- using audiovisual monitoring in an employee's residence, personal vehicle, or on the employee's property as a means of employer surveillance unless required by the employer for duties of the job;
- installing data collection or transmission applications on the employee's personal electronic devices without the employee's authorization.

## Employers must do the following:

- Inform prospective employees during the interview process that the employer engages in employer surveillance;
- Provide annual written notice to all current employees that the employer engages in employer surveillance.

These restrictions do not apply in settings where personal care services are expected to be provided by an employee.

**Employers cannot fire, discipline, demote, threaten, or otherwise penalize workers who assert their rights under 26 MRSA §620-A.**

**An employer that violates this section is subject to a fine of up to \$500 for each violation.**

## For more information, contact:

Maine Department of Labor  
Bureau of Labor Standards  
45 State House Station  
Augusta, Maine 04333-0045  
**Tel: 207-623-7900 or 207-623-7930**  
TTY users call Maine Relay 711  
Website: [www.maine.gov/labor/bls](http://www.maine.gov/labor/bls)  
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