

 KENTUCKY YMCA YOUTH ASSOCIATION KENTUCKY YOUTH ASSEMBLY Legislative Bill	Red Bill # SB 22						
	Referred to Committee: Senate 3						
Authors: Clay Crouch, Mike Stewart, Kaj Den Ouden	Action on the Bill <table> <tr> <td>House</td> <td>Senate</td> </tr> <tr> <td>___ <input type="checkbox"/> Passed</td> <td>___ <input type="checkbox"/> Passed</td> </tr> <tr> <td>___ <input type="checkbox"/> Defeated</td> <td>___ <input type="checkbox"/> Defeated</td> </tr> </table>	House	Senate	___ <input type="checkbox"/> Passed	___ <input type="checkbox"/> Passed	___ <input type="checkbox"/> Defeated	___ <input type="checkbox"/> Defeated
House		Senate					
___ <input type="checkbox"/> Passed		___ <input type="checkbox"/> Passed					
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School: Oldham County High School							
City: LaGrange							

1 An act to adopt California Labor Code section 980 as a Kentucky Labor Law.

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3 **Be it enacted by the Youth Assembly of the Commonwealth of Kentucky**

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5 Section 1: This law illegalizes any Kentucky employer’s use of an applicant’s personal social media during the
6 hiring process.

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8 Section 2: California Labor Code section 980 states that no employer may request an applicant to reveal
9 their username or password for any social media accounts.

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11 Section 3: An employer may not ask the applicant to access their social media account while in the presence
12 of the employer.

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14 Section 4: An employer may request an applicant’s personal social media only if the applicant is reasonably
15 thought to be showing misconduct or exercising illegal activity (by report of employer or discretion of police),
16 but only information thought to be relevant to the investigation of these actions may be accessed.

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18 Section 5: This law does not prevent the employer from requesting access to an employer-issued or job
19 based electronic accounts/devices (Examples: Professional networking sites such as LinkedIn, company
20 Facebook pages, company computers, tablets, phones, or sites otherwise used for advertising or public
21 relations of the company).

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23 Section 6: An employer may not penalize an applicant for not complying with any request by the employer
24 that would violate anything previously stated in the bill.

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26 Section 7: Should an employer or business disobey any aforementioned restrictions, the employer or
27 business will pay a fine of no less than \$100 and no more than \$1,000.

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29 Section 8: This bill will cost no additional money as it will be enforced by inspectors of the Kentucky Labor
30 Cabinet.

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32 Section 9: This bill will go into effect immediately after passage.