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<p align="right" style="writing-mode: vertical">INTRODUCED</p>

1   **HOUSE BILL NO. 2246**

2   Offered January 13, 2021

3   Prefiled January 13, 2021

4 *A BILL to amend the Code of Virginia by adding a section numbered 2.2-2817.3, relating to state*

5   *agencies; automatic workforce management verification software.*

6   —————

          Patron—LaRock

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8   Referred to Committee on General Laws

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10   **Be it enacted by the General Assembly of Virginia:**

11 **1. That the Code of Virginia is amended by adding a section numbered 2.2-2817.3 as follows:**

12   *§ 2.2-2817.3. State agencies; automatic workforce management verification software.*

13   *A. All state agencies with more than 20 full-time teleworking employees shall verify employee hours*

14 *worked while teleworking for the agency by using software that:*

15   *1. Automatically counts and reports the number of keystrokes and mouse events without recording*

16 *any actual keystrokes or mouse events;*

17   *2. Automatically takes screenshots on a regular basis, but not less than once every six minutes; and*

18   *3. Meets all state and federal privacy and confidentiality laws and protects all data that is private or*

19 *confidential to agencies and individual users.*

20   *B. Any data collected by such automatic workforce management verification shall be considered*

21 *personnel records belonging to the agency; however, no agency shall sell or transfer such data or use it*

22 *for any purpose or in any manner other than to verify and manage hours of telework performed by*

23 *employees of the agency.*