

State of Arkansas  
91st General Assembly  
Regular Session, 2017

# A Bill

HOUSE BILL 2216

By: Representatives McCollum, G. Hodges, Leding, Tucker

## For An Act To Be Entitled

AN ACT TO AMEND THE LAW CONCERNING THE SOCIAL MEDIA  
ACCOUNTS OF CURRENT AND PROSPECTIVE EMPLOYEES; AND  
FOR OTHER PURPOSES.

### Subtitle

TO AMEND THE LAW CONCERNING THE SOCIAL  
MEDIA ACCOUNTS OF CURRENT AND PROSPECTIVE  
EMPLOYEES.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

SECTION 1. Arkansas Code § 11-2-124(b), concerning an employer's directives regarding a current or prospective employee's social media account, is amended to read as follows:

(b)(1) An employer shall not require, request, suggest, or cause a current or prospective employee to:

(A) Disclose his or her username and password to the current or prospective employee's social media account; or

~~(B) Add an employee, supervisor, or administrator to the list or contacts associated with his or her social media account; or~~

~~(C) Change the privacy settings associated with his or her social media account.~~

(2) An employer shall not require a current or prospective employee to add another employee, supervisor, or administrator to the list or contacts associated with his or her social media account.

(3) If an employer inadvertently receives an employee's username, password, or other login information to the employee's social media



account through the use of an electronic device provided to the employee by the employer or a program that monitors an employer's network, the employer is not liable for having the information but may not use the information to gain access to an employee's social media account.

**APPROVED: 04/01/2017**