

## Employment Law Update: New GPS Tracking Law Tracking Effect in New Jersey

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A new law, Assembly Bill No. 3950 effective April 18, 2022, will require private employers who utilize employment-related tracking devices on vehicles operated by their employees to inform the employees in writing of the existence of the devices.

The law defines a tracking device as “an electronic or mechanical device which is designed or intended to be used for the sole purpose of tracking the movement of a vehicle, person, or device but shall not include devices used for the purpose of documenting employee expense reimbursement.” Employers who fail to provide written notice shall be subject to a civil penalty up to \$1,000 for the first violation and up to \$2,500 for each subsequent violation.

**TAKEAWAY:** Employers who use GPS tracking devices should develop a policy regarding their use, if they do not already have one, and distribute the written policy to their employees. Employers with questions about New Jersey’s new GPS law can contact Tracy Armstrong or another member of the Wilentz [Employment Law](#) Team.

### **Attorney**

- Tracy Armstrong

### **Practice**

- Employment Law