



Law Alert

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New Jersey Requires Notice Before Tracking Work Vehicles

Starting on April 18, New Jersey will require that employers provide written notice to employees before using tracking devices in a vehicle the employee drives. The requirement applies regardless of who owns the vehicle.

The law defines a tracking device as an electronic or mechanical device that is “designed or intended to be used for the sole purpose of tracking the movement of a person, vehicle, or device.” For example, GPS monitoring devices used exclusively to track an employee’s location are covered. The law doesn’t apply to devices used for the purpose of expense reimbursement (e.g., a device that tracks mileage).

The law covers employers that have one or more employees in New Jersey, except for employers that provide public transportation. Employers don’t have to comply with this law to the extent that doing so would violate a federal regulation.

Action Item

If you currently use tracking devices, tell affected employees about your practice in writing by April 18. After that date, be sure to provide written notice to new hires or other employees who will begin driving tracked vehicles. In both cases, keep a copy of the notice so you can demonstrate compliance. If in doubt about whether you are

using a **tracking device** as defined by the law, we recommend providing the required notice.



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