



HOUSE REPUBLICAN STAFF ANALYSIS

Bill: House File 2375
Committee: Labor Committee
Date: February 23, 2010
Staff: Lon Anderson (1-5184)

Access to and Security of Employee Personnel Files

House File 2375 relates to access and security of employee personnel files. The bill defines “former employee” and provides employees and former employees with the same access to their personnel file.

Summary of Action

The House Labor Committee passed HF 2375 on a party-line vote on February 4, 2010.

Section by Section Analysis

Section 1 – Former Employees Adds that former employees have the same access to the personnel files as current employees. Former employees can access the files for up to 2 years after employment.

Section 2 – Definitions Creates a definition of “former employer”, meaning an individual who was employed, receiving wages, salary or other compensation from the employer.

Sections 3 and 4 – Changes to 91.B.1 and 91B.2 Changes both Code sections to allow former employees to have the same access to personnel files as current employees.