



LAWS OF ALASKA

1989

Source

HB 86

Chapter No.

24

AN ACT

Requiring employers to permit employees and former employees to have access to their personnel files.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:

THE ACT FOLLOWS ON PAGE 1, LINE 10

Approved by the Governor: May 8, 1989
Actual Effective Date: August 6, 1989

AN ACT

Requiring employers to permit employees and former employees to have access to their personnel files.

* Section 1. AS 23.10 is amended by adding a new section to read:

ARTICLE 7. EMPLOYEE RIGHTS.

Sec. 23.10.430. ACCESS TO PERSONNEL FILES. (a) An employer shall permit an employee or former employee to inspect and make copies of the employee's personnel file and other personnel information maintained by the employer concerning the employee under reasonable rules during regular business hours. The employer may require an employee or former employee who requests copies of material under this subsection to pay the reasonable cost of duplication.

(b) This section does not supersede the terms of a collective bargaining agreement.

(c) In this section,

- (1) "employee" means a person employed by an employer;
- (2) "employer" means a person who employs one or more other persons and includes the state, the University of Alaska, the Alaska Railroad, and political subdivisions of the state.