

Original sponsor: Labor & Commerce
Committee

1 IN THE HOUSE

BY THE LABOR AND
COMMERCE COMMITTEE

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CS FOR HOUSE BILL NO. 540 (L&C)

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IN THE LEGISLATURE OF THE STATE OF ALASKA

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FIFTEENTH LEGISLATURE - SECOND SESSION

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A BILL

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For an Act entitled: "An Act relating to access to an employee personnel
file."

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

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

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ARTICLE 7. EMPLOYEE RIGHTS.

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Sec. 23.10.430. ACCESS TO PERSONNEL FILES. (a) An employer

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shall permit an employee or former employee to inspect and make copies

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of the employee's personnel file and other personnel information

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maintained by the employer concerning the employee under reasonable

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rules during regular business hours. The employer may require an

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employee or former employee who requests copies of material under this

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subsection to pay the reasonable cost of duplication.

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(b) An employer may not maintain personnel information concern-

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ing a specific employee or former employee unless the employer makes

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diligent efforts to notify the employee or former employee that the

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information is being maintained.

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(c) This section does not supersede the terms of a collective

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bargaining agreement.

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(d) In this section,

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(1) "employee" means a person employed by an employer;

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(2) "employer" means a person who employs one or more other

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persons and includes the state, the University of Alaska, the Alaska

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Railroad, and political subdivisions of the state.