

Original sponsor: Labor & Commerce
Committee

1 IN THE HOUSE BY THE JUDICIARY COMMITTEE

2 CS FOR HOUSE BILL NO. 540 (Judiciary)

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 FIFTEENTH LEGISLATURE - SECOND SESSION

5 A BILL

6 For an Act entitled: "An Act requiring employers to permit employees and
7 former employees to have access to their personnel
8 files."

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

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

11 ARTICLE 7. EMPLOYEE RIGHTS.

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

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

21 (c) In this section,

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

23 (2) "employer" means a person who employs one or more other
24 persons and includes the state, the University of Alaska, the Alaska
25 Railroad, and political subdivisions of the state.