

CHAPTER 1033**EMPLOYEE ACCESS TO PERSONNEL FILES***H.F. 2405*

AN ACT relating to access to personnel employment files by public and private employees.

Be It Enacted by the General Assembly of the State of Iowa:

Section 1. **NEW SECTION. 91B.1 FILES – ACCESS BY EMPLOYEES.**

An employee, as defined in section 91A.2, shall have access to and shall be permitted to obtain a copy of the employee's personnel file maintained by the employee's employer, as defined in section 91A.2, including but not limited to performance evaluations, disciplinary records, and other information concerning employer-employee relations.

However, an employee's access to a personnel file is subject to all of the following:

1. The employer and employee shall agree on the time the employee may have access to the employee's personnel file, and a representative of the employer may be present.

2. An employee shall not have access to employment references written for the employee.

3. An employer may charge a reasonable fee for each copy made by the employer for an employee of an item in the employee's personnel file, except that the total amount charged for all copies made cannot exceed five dollars.

Approved March 23, 1990

CHAPTER 1034**RELEASE OF INFORMATION RELATING TO AN ABSENT
PARENT BY CHILD SUPPORT RECOVERY UNIT***H.F. 2421*

AN ACT providing authority under certain conditions for the release of information by the child support recovery unit to certain persons and to other units of the department of human services.

Be It Enacted by the General Assembly of the State of Iowa:

Section 1. Section 252B.9, unnumbered paragraph 2, Code Supplement 1989, is amended to read as follows:

Information recorded by the department pursuant to this section shall be available only to the unit, attorneys prosecuting a case in which the unit may participate according to sections 252B.5 and 252B.6, courts having jurisdiction in support or abandonment proceedings, and agencies in other states charged with support collection and paternity determination responsibilities, and a resident parent, legal guardian, attorney, or agent of a child who is not receiving assistance under Title IV-A of the federal Social Security Act as determined by the rules of the department and the provisions of Title IV of the United States federal Social Security Act. However, information relating to the location of an absent parent shall be made available, pursuant to federal regulations, to a resident parent, legal guardian, attorney, or agent of a child who is not receiving assistance under Title IV-A of the federal Social Security Act. Unless otherwise prohibited by federal statute or regulation, the child support recovery unit shall release information relating to an absent parent to another unit of the department pursuant to a written request for the information approved by the director.

Approved March 23, 1990