

CHAPTER 179**PROVIDING WORK-RELATED EMPLOYEE INFORMATION***S.F. 280*

AN ACT providing immunity from civil liability for an employer or employer's representative who acts reasonably in providing work-related information about a current or former employee of the employer.

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

Section 1. NEW SECTION. 91B.2 INFORMATION PROVIDED BY EMPLOYERS ABOUT CURRENT OR FORMER EMPLOYEES — IMMUNITY.

1. An employer or an employer's representative who, upon request by or authorization of a current or former employee or upon request made by a person who in good faith is believed to be a representative of a prospective employer of a current or former employee, provides work-related information about a current or former employee, is immune from civil liability unless the employer or the employer's representative acted unreasonably in providing the work-related information.

2. For purposes of this section, an employer acts unreasonably if any of the following are present:

- a. The work-related information violates a civil right of the current or former employee.
- b. The work-related information knowingly is provided to a person who has no legitimate and common interest in receiving the work-related information.
- c. The work-related information is not relevant to the inquiry being made, is provided with malice, or is provided with no good faith belief that it is true.

3. For purposes of this section, "employer" and "employee" are defined as provided in section 91A.2.

Approved May 26, 1997

CHAPTER 180**WILD ANIMAL DEPREDATION PERMITS AND RELATED MATTERS***S.F. 362*

AN ACT establishing a wild animal depredation unit within the department of natural resources, allowing the discharge of firearms in state parks for certain purposes, providing for the issuance of additional free deer hunting licenses, subjecting violators to an existing penalty, and providing an effective date.

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

Section 1. Section 461A.42, subsection 1, Code 1997, is amended by striking the subsection and inserting in lieu thereof the following:

1. The use of firearms, explosives, and weapons of all kinds by a person is prohibited in all state parks and preserves except under the following conditions:

- a. A firearm or other weapon authorized for hunting may be used in preserves or parts of preserves designated by the state advisory board on preserves at the request of the commission.