

REPRINTED

3-11-97 Amend/Do Pass
W/H-1159

JAN 22 1997
LABOR & INDUSTRIAL RELATIONS

HOUSE FILE 58
BY RANTS

Passed House, Date 4-3-9 (P.1000) Passed Senate, Date 3/23/98 (P.809)
Vote: Ayes 100 Nays 0 Vote: Ayes 50 Nays 0
Approved March 31, 1998

A BILL FOR

1 An Act relating to fees charged by an employer for copies of
2 items in an employee's personnel file.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23
- 24
- 25

HF 58

1 Section 1. Section 91B.1, subsection 3, Code 1997, is
2 amended to read as follows:

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

8 EXPLANATION

9 This bill increases from \$5 to \$25 the total amount an
10 employer can charge an employee for copies of items in the
11 employee's personnel file.

12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35

H-1159

1 Amend House File 58 as follows:

2 1. Page 1, by inserting before line 1 the
3 following:

4 "Section 1. Section 91B.1, unnumbered paragraph 1,
5 Code 1997, is amended to read as follows:

6 An employee, as defined in section 91A.2, shall
7 have access to and shall be permitted to obtain a copy
8 of the employee's personnel file maintained by the
9 employee's employer, as defined in section 91A.2,
10 including but not limited to performance evaluations,
11 disciplinary records, and other information concerning
12 employer-employee relations. For purposes of this
13 section, "employee" includes a person who was
14 previously employed by the employer."

15 2. Page 1, line 3, by inserting after the word
16 "each" the following: "page of a".

17 3. Page 1, line 7, by inserting after the word
18 "dollars." the following: "For purposes of this
19 subsection, "reasonable fee" means an amount
20 equivalent to an amount charged per page for copies
21 made by a commercial copying business."

22 4. Title page, by striking lines 1 and 2 and
23 inserting the following: "An Act concerning employee
24 copying of items in the employee's personnel file by
25 providing for access by former employees and fees
26 charged by an employer for copies."

27 5. By renumbering, relettering, or redesignating
28 and correcting internal references as necessary.

By COMMITTEE ON LABOR AND
INDUSTRIAL RELATIONS
TYRRELL of Iowa, Chairperson

H-1159 FILED MARCH 11, 1997

W/D 4/3/97 (P.1000)

H-1403

1 Amend House File 58 as follows:

2 1. Page 1, line 3, by inserting after the word
3 "each" the following: "page of a".

4 2. Page 1, by striking lines 5 through 7 and
5 inserting the following: "employee's personnel file,
6 ~~except that the total amount charged for all copies~~
7 ~~made cannot exceed five dollars.~~ For purposes of this
8 subsection, "reasonable fee" means an amount
9 equivalent to an amount charged per page for copies
10 made by a commercial copying business."

By BARRY of Harrison

H-1403 FILED MARCH 26, 1997

Adopted 4.3.97

(P.1000)

S- 4/3/97 Business & Labor
S- 2/18/98 Do Pass
S- 3/4/98 Do Pass Ways & Means
HOUSE FILE 58
BY RANTS

(As Amended and Passed by the House, April 3, 1997)

Passed House, Date _____ Passed Senate, Date 3/23/98 (p. 809)
Vote: Ayes _____ Nays _____ Vote: Ayes 50 Nays 0
Approved March 31, 1998

A BILL FOR

1 An Act relating to fees charged by an employer for copies of
2 items in an employee's personnel file.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

4

5

6

House Amendments _____

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

1 Section 1. Section 91B.1, subsection 3, Code 1997, is
2 amended to read as follows:

3 3. An employer may charge a reasonable fee for each page
4 of a copy made by the employer for an employee of an item in
5 the employee's personnel file; -except-that-the-total-amount
6 charged-for-all-copies-made-cannot-exceed-five-dollars. For
7 purposes of this subsection, "reasonable fee" means an amount
8 equivalent to an amount charged per page for copies made by a
9 commercial copying business.

10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35

equivalent to an amount charged per page for copies made by a commercial copying business.

HOUSE FILE 58

AN ACT
RELATING TO FEES CHARGED BY AN EMPLOYER FOR COPIES OF
ITEMS IN AN EMPLOYER'S PERSONNEL FILE.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

Section 1. Section 91B.1, subsection 3, Code 1997, is amended to read as follows:

3. An employer may charge a reasonable fee for each page of a 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. For purposes of this subsection, "reasonable fee" means an amount

RON J. CORBETT
Speaker of the House

MARY F. KRAMER
President of the Senate

I hereby certify that this bill originated in the House and is known as House File 58, Seventy-seventh General Assembly.

ELIZABETH ISAACSON
Chief Clerk of the House

Approved March 31, 1998

TERRY E. BRANSTAD
Governor