

SENATE BILL NO. 141

INTRODUCED BY E. STONINGTON

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4 A BILL FOR AN ACT ENTITLED: "AN ACT PROVIDING THAT AN INDIVIDUAL HAS A RIGHT TO INSPECT
5 ~~ANY~~ AND COPY THE INDIVIDUAL'S PERSONNEL FILE MAINTAINED BY AN EMPLOYER, A FORMER
6 EMPLOYER, OR A FORMER EMPLOYER'S SUCCESSOR IN INTEREST ~~THAT RELATES TO THE~~
7 ~~INDIVIDUAL~~; AND ALLOWING THE EMPLOYER, FORMER EMPLOYER, OR SUCCESSOR IN INTEREST TO
8 PLACE REASONABLE RESTRICTIONS ON THE TIME AND PLACE OF INSPECTION AND TO REQUIRE THAT
9 ANOTHER INDIVIDUAL BE PRESENT DURING THE INSPECTION."

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11 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

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13 NEW SECTION. **Section 1. Access to personnel file.** An individual has the right to inspect ~~any~~ AND
14 COPY, AT THE INDIVIDUAL'S OWN COST, THE INDIVIDUAL'S personnel file ~~OF THE INDIVIDUAL AS~~ maintained by an
15 employer, by a former employer, or by the former employer's successor in interest ~~that relates to that~~
16 ~~individual~~. The employer, former employer, or former employer's successor in interest may place
17 reasonable restrictions on the time and place of inspection and may require that another individual be
18 present during the inspection.

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20 NEW SECTION. **Section 2. Codification instruction.** [Section 1] is intended to be codified as an
21 integral part of Title 39, chapter 2, part 1, and the provisions of Title 39, chapter 2, part 1, apply to
22 [section 1].

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