

2811

Sponsor(s): Representatives Conway, Wood, McDermott and Upthegrove

Brief Description: Regarding employee inspection of personnel files.

HB 2811 - DIGEST

Provides that, if an employer keeps a personnel file on an employee, the employer will, at least annually, upon the request of that employee, permit that employee or that employee's representative to inspect and copy without charges, except a reasonable copying charge, any or all of his or her own personnel file. Personnel files must be retained by the employer for a minimum of three years after the employee ceases work for that employer.

Provides that individuals performing personal services for, or for the benefit of, a third party under a contract with a temporary services agency are, for the purposes of this act and RCW 49.12.050, employees of both the temporary services agency and the third party.

Directs the director to assess any employer found to be in violation of this act, or rules or orders adopted or issued under this act, a civil penalty of not less than five thousand dollars a day for each violation.