



MCHRMA RESOURCE

Minnesota Counties Human Resource Management Association

New Law Regarding Employee Access to Personnel Files Does NOT Apply to Public Entities

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Archived newsletters of the Personnel Peeks publication can be found on the MCHRMA site.

A Minnesota law regarding the rights of an employee to access their personnel file went into effect on January 1, 2008. The new law does **NOT** apply to counties and other public entities. The law reads:

Minnesota Statutes 181.9631 NOTICE OF RIGHTS.

An employer as defined under Section 181.960, subdivision 3, shall provide written notice to a job applicant upon hire of the right and remedies provided in sections 181.960 to 181.965.

“Employer” as defined under section 181.960 subdivision 3 does **NOT** include a state agency, statewide system, political subdivision or advisory board or commission that is subject to Minnesota Chapter 13.

Minnesota Statutes Chapter 13 (Data Practices) already provides public sector employees the right to review their personnel file. The new law will now extend similar opportunities to non-public sector employees.

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