

# HOUSE BILL No. 5177

December 5, 2013, Introduced by Rep. Darany and referred to the Committee on Commerce.

A bill to amend 1978 PA 397, entitled  
"Bullard-Plawecki employee right to know act,"  
(MCL 423.501 to 423.512) by adding section 2a.

**THE PEOPLE OF THE STATE OF MICHIGAN ENACT:**

1           SEC. 2A. (1) AN EMPLOYER WHO RETAINS A DISCIPLINARY REPORT,  
2   LETTER OF REPRIMAND, OR OTHER RECORD OF DISCIPLINARY ACTION AS PART  
3   OF AN EMPLOYEE'S PERSONNEL RECORD SHALL PROVIDE NOTICE OF THE  
4   RECORD TO THE EMPLOYEE. ON OR BEFORE THE THIRTIETH DAY AFTER THE  
5   RECORD IS CREATED, THE EMPLOYER SHALL MAIL A WRITTEN NOTICE TO THE  
6   EMPLOYEE BY CERTIFIED MAIL, RETURN RECEIPT REQUESTED, TO THE  
7   EMPLOYEE'S LAST KNOWN ADDRESS. THE EMPLOYER SHALL RETAIN THE  
8   RECEIPT FOR THE DELIVERY WITH THE DISCIPLINARY RECORD IN THE  
9   EMPLOYEE'S PERSONNEL RECORD.

10           (2) THIS SECTION APPLIES TO A DISCIPLINARY REPORT, LETTER OF  
11   REPRIMAND, OR OTHER RECORD OF DISCIPLINARY ACTION THAT IS CREATED

1 OR ADDED TO THE EMPLOYEE'S PERSONNEL RECORD AFTER THE EFFECTIVE  
2 DATE OF THIS SECTION.