

HOUSE BILL No. 4789

July 14, 2015, Introduced by Rep. Darany and referred to the Committee on Commerce and Trade.

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 SHALL NOT RETAIN A DISCIPLINARY
2 REPORT, LETTER OF REPRIMAND, OR OTHER RECORD OF DISCIPLINARY ACTION
3 AS PART OF AN EMPLOYEE'S PERSONNEL RECORD UNLESS BY THE THIRTIETH
4 DAY AFTER THE RECORD IS CREATED, THE EMPLOYER MAILES A WRITTEN
5 NOTICE TO THE EMPLOYEE BY CERTIFIED MAIL, RETURN RECEIPT REQUESTED,
6 TO THE EMPLOYEE'S LAST KNOWN ADDRESS. THE EMPLOYER SHALL RETAIN THE
7 RECEIPT FOR THE DELIVERY OF THE NOTICE WITH THE DISCIPLINARY RECORD
8 IN THE EMPLOYEE'S PERSONNEL RECORD.

9 (2) THIS SECTION APPLIES TO A DISCIPLINARY REPORT, LETTER OF
10 REPRIMAND, OR OTHER RECORD OF DISCIPLINARY ACTION THAT IS CREATED
11 OR ADDED TO THE EMPLOYEE'S PERSONNEL RECORD AFTER THE EFFECTIVE

1 **DATE OF THIS SECTION.**

2 Enacting section 1. This amendatory act takes effect 90 days
3 after the date it is enacted into law.