

(KEYWORD, SUMMARY, AND DIGEST as amended by Senate committee amendments)

**EMPLOYMENT. Provides for access to employee records**

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DIGEST

Proposed law allows an employee, or the employees representative, to request his wage and employer information from the La. Workforce Commission (LWC).

Proposed law restricts the release of the information for lending purposes, tenant screening, and insurance underwriting only.

Proposed law provides that LWC may transmit the records electronically, directly to the employee, or to a qualified third-party vendor, as defined by the administrator, at the request of the employee.

Proposed law requires that the records shall only be provided on a case-by-case basis and shall not be maintained or reported with any other data.

Proposed law provides that any costs incurred by LWC by providing the records to a third party shall be assessed to that third party.

Proposed law allows LWC to promulgate rules for the implementation of proposed law, as well as rules and regulations for the assurance of the security of the data.

(Adds R.S. 23:905)

Summary of Amendments Adopted by House

Committee Amendments Proposed by House Committee on Labor and Industrial Relations to the original bill.

1. Changed the requirement that LWC make an employee's wage and employment information available to him at his request, to permission to do so.
2. Deleted the requirement that LWC make wage and employment information available electronically and provides that they may make wage and employment information available electronically.
3. Deleted the requirement that LWC make the records available without charge, and provides that any costs LWC incurs shall be paid by the third party who requests the information.
4. Provided that the records shall be provided on a case-by-case basis and shall not be reported or maintained with other FCRA regulated information.
5. Provided that in addition to the authority of LWC to promulgate rules and regulations necessary to carry out proposed law, they also shall have the authority to promulgate rules to assure the security of the data.

Summary of Amendments Adopted by Senate

Committee Amendments Proposed by Senate Committee on Labor and Industrial Relations to the engrossed bill

1. Changes the information to be made available from "employee's wage and employment information" to "employee's wage and employer information".
2. Restricts the release of the information to lending purposes, tenant screening, and insurance underwriting.
3. Removes the federal Fair Credit Reporting Act.