

SB172_L.004

SENATE COMMITTEE OF REFERENCE AMENDMENT

Committee on Judiciary.

SB23-172 be amended as follows:

1 Amend printed bill, page 11, line 24, after "24-34-407" insert "and
2 24-34-408".

3 Page 14, after line 15 insert:

4 **"24-34-408. Employer record keeping - definition.** (1) AN
5 EMPLOYER SHALL PRESERVE ANY PERSONNEL OR EMPLOYMENT RECORD
6 THE EMPLOYER MADE, RECEIVED, OR KEPT FOR AT LEAST FIVE YEARS
7 AFTER THE LATER OF:
8 (a) THE DATE THE EMPLOYER MADE OR RECEIVED THE RECORD; OR
9 (b) THE DATE OF THE PERSONNEL ACTION ABOUT WHICH THE
10 RECORD PERTAINS OR OF THE FINAL DISPOSITION OF A CHARGE OF
11 DISCRIMINATION OR RELATED ACTION, AS APPLICABLE.
12 (2) AS USED IN THIS SECTION, "PERSONNEL OR EMPLOYMENT
13 RECORD" INCLUDES REQUESTS FOR ACCOMMODATION; EMPLOYEE
14 COMPLAINTS OF DISCRIMINATORY OR UNFAIR EMPLOYMENT PRACTICES;
15 APPLICATION FORMS SUBMITTED BY APPLICANTS FOR EMPLOYMENT;
16 OTHER RECORDS RELATED TO HIRING, PROMOTION, DEMOTION, TRANSFER,
17 LAYOFF, TERMINATION, RATES OF PAY OR OTHER TERMS OF
18 COMPENSATION, AND SELECTION FOR TRAINING OR APPRENTICESHIP; AND
19 RECORDS OF TRAINING PROVIDED TO OR FACILITATED FOR EMPLOYEES."

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