

Labor and Industry Finance and Policy Committee, Minnesota House

February, 20, 2024

Good afternoon,

My name is Rich Neumeister. I have lobbied for decades before the Minnesota Legislature on privacy and open government issues. I appear before the Labor and Industry Finance Policy Committee to support HF 3522 which will bring many (private sector) Minnesota employees to have fair information rights to their personnel records.

Currently, under law many employees enjoy these rights, but a substantial number don't. The bill amends the Minnesota Personnel Record Review and Access statute 181.960- 181.967.

The law was created in 1989 with the definition of an employer who has 20 or more employees. Therefore many employees were nixed from having these fair information rights. HF 3522 changes the definition to "one or more employees."

The employment rapport influences people remarkably over the most part of their lives. But it is also in that role of employee that the employer collects, maintains, creates, disseminates, and receives data on them. The definition of what a 'personnel record' in the statute bears that out with the data sets so described.

So what are the fair information rights (principles) that many working Minnesotans will gain with the passage of this law.

- Employees will be able to find out what data is about them in a personnel record.
- Employees will be able to correct or amend data of identifiable information about them in a personnel record
- Employees will be able to have copies of their personnel record

Looking forward to talking with you at the hearing.