

AB2412
Employee Access to Payroll Records
Effective 1/1/03

Existing law provides that employers must furnish their employees with certain information regarding compensation and deductions. Existing law also provides that current or former employees of an employer have the right to inspect and copy these records.

This bill would require employers to comply with requests from current or former employees to inspect or copy these records within 21 calendar days from the date of the request. Employers can charge for the costs of copies. The bill would make a violation of this requirement an infraction, thereby imposing a state-mandated local program.

Employees are not granted the right to personally make copies of their records, and employers should designate an individual to make copies.

This bill also provides for a civil penalty of \$750 against employers who fail to comply with requests to inspect and copy these records, and for injunctive relief to ensure compliance with employers' duties pursuant to current and former employees' payroll records.