

HB 1286 -- Employee Information

Sponsor: Smith (118)

This bill specifies that an employer who discloses job-related information about a former or current employee to a prospective employer or law enforcement agency either by letter or telephone be presumed to be acting in good faith and immune from civil liability for the disclosure or its consequences. The presumption of good faith will be rebuttable and immunity lost if there is clear and convincing evidence that the information disclosed was knowingly, recklessly, deliberately, or maliciously false or was disclosed in violation of a non-disclosure agreement or applicable law.