

LEGISLATIVE VICTORY

Employee Notification of FOIL Requests

A bill has been signed into law, which requires all public employees to be provided notice whenever an employer responds to a Freedom of Information Law (FOIL) request for such employee's disciplinary record.

This law went into effect on September 4, 2024.



What was the law before?

When an employee's disciplinary records are released pursuant to a FOIL request, there was no requirement that the affected employee be notified.

Who does this affect?

All current and future public sector employees.

What is the law now?

Public employees who are subject to the release of disciplinary records must to be notified.

Why does this matter?

Disciplinary records can contain sensitive personal information and employees should, at minimum, be made aware that this information is publicly available. This simple measure ensures individuals are aware when their disciplinary records have been requested.

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