

Responding to Amendments to the Massachusetts Personnel Records Statute

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October 20, 2010


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What is the Personnel Record Statute?



What is a “Personnel Record”?




What does the amendment of the
Personnel Record Statute say?



What was the purpose of the amendment?



What interpretation issues result from
the amendment?




What are the consequences of a failure to comply with the statute?



When are the employer's notification obligations invoked?



How could an employer coordinate its notification obligations with its regular performance review process?




What do I do about manager
notes or e-mails?



What if I investigate a complaint about
an employee from a co-worker?

- › Sexual harassment
- › Other types of investigations



What do I do when
an employee is terminated?



What practical approaches can an employer take to comply with the amended Personnel Record Statute?