

GREEN SHEET REDIGEST

HB 459

2021 Regular Session

Freiberg

EMPLOYMENT: Provides relative to the reporting and sharing of occupational information and employment information.

DIGEST

Present law provides that the secretary of the Louisiana Workforce Commission (LWC) may require an employer who meets certain requirements to report his contribution and wage reports.

Proposed law retains present law and provides that an employer who is subject to the requirements of present law and who is already reporting occupational information may continue to do so. Requires certain employers report occupational information beginning January 1, 2023.

Proposed law also provides that when an employer files his contribution and wage reports, he must also file electronically the occupational information form with LWC.

Present law provides that each employing unit shall keep true and accurate records containing the necessary information as required by the administrator. Present law also provides that in addition to the information required by the administrator, each employer shall keep records of and quarterly report to the administrator:

- (1) The street of each establishment, branch, outlet, or office of such employer.
- (2) The nature of the operation.
- (3) The number of persons employed.
- (4) The wages paid at each establishment, branch, outlet, or office.

Proposed law retains present law and adds that each employing unit shall keep records of and quarterly report to the administrator each employee's wages.

Proposed law provides that when filing quarterly wage reports, each employing unit shall include the Standard Occupational Classification (SOC) System codes or job title of each employee as recorded and reported by the employer pursuant to proposed law. The administrator or his authorized representative shall share the employment data he receives with the Board of Regents to aid in the improvement of workforce development and educational alignment.

Proposed law provides that the employment data shall not include the employer or employee name and employer identification numbers or employee social security numbers. Provides that employment data received by the Board of Regents shall not be shared. Provides that the Board of Regents shall only share aggregated information developed from the employment data it receives.

Proposed law requires the aggregated information be shared with the Workforce Investment Council.

Proposed law provides that the administrator shall transmit employment data, which is collected pursuant to present law, to the Board of Regents for its economic research and for purposes of preparing the occupational forecast.

Proposed law requires that any results produced from the data shall be aggregated by occupation, municipality, parish, or instructional program prior to its release to ensure

employer and employee confidentiality is maintained. Provides that the Louisiana Workforce Commission shall share certain employment data with the Board of Regents upon request.

(Amends R.S. 23:1660(A) and (H)(1)(c); adds R.S. 23:1531.1(F) and 1660(H)(1)(d) and (4))

Summary of Amendments Adopted by House

The Committee Amendments Proposed by House Committee on Labor and Industrial Relations to the original bill:

1. Make technical changes.
2. Add that there shall be no penalty assessed against an employer who fails to report or timely report an employee's occupational code or job title or an employee's hourly rate of pay.
3. Add that the transmitted employment data shall be aggregated by occupation and designated by municipality, when applicable, and by parish.

Summary of Amendments Adopted by Senate

Committee Amendments Proposed by Senate Committee on Labor and Industrial Relations to the engrossed bill

1. Makes technical changes.
2. Requires certain employers to report occupational information beginning January 1, 2023.
3. Requires the administrator to share certain employment data with the Board of Regents and forbids the Board of Regents from sharing same.
4. Requires the Board of Regents to share only aggregated information developed from the employment data it received with the Workforce Investment Council.
5. Provides relative to confidentiality of certain employment data.
6. Requires the La. Workforce Commission to share certain employment data with the Board of Regents, as requested by the board.