

2021 Regular Session

HOUSE BILL NO. 459

BY REPRESENTATIVE FREIBERG

Prefiled pursuant to Article III, Section 2(A)(4)(b)(i) of the Constitution of Louisiana.

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

1 AN ACT

2 To amend and reenact R.S. 23:1660(A) and (H)(1)(c) and to enact R.S. 23:1531.1(F) and
3 1660(H)(1)(d) and (4), relative to employment; to provide for the reporting and
4 sharing of occupational information; to provide for the reporting and sharing of
5 employment records and reports; to require the preparation of an occupational
6 forecast; and to provide for related matters.

7 Be it enacted by the Legislature of Louisiana:

8 Section 1. R.S. 23:1660(A) and (H)(1)(c) are hereby amended and reenacted and
9 R.S. 23:1531.1(F) and 1660(H)(1)(d) and (4) are hereby enacted to read as follows:

10 §1531.1. Electronic filing of contribution, occupational information, and wage
11 reports; employer registrations

12 * * *

13 F.(1) Each employer subject to the requirements of this Section shall report
14 occupational information on a form promulgated by the administrator.

15 (2) The occupational information form shall be submitted electronically
16 along with an employer's contribution and wage reports as required by this Section.

1 (3) Notwithstanding any provisions of law to the contrary, there shall be no
2 penalty assessed against an employer for failing to report, or timely report, an
3 employee's occupational code or job title or an employee's hourly rate of pay.

4 * * *

5 §1660. Employment records and reports; inspection by administrator;
6 confidentiality of records; prohibition against subpoena

7 A.(1) Each employing unit shall keep true and accurate records containing
8 such information as the administrator may prescribe. Such records shall be open to
9 inspection and be subject to being copied by the administrator or his authorized
10 representatives at any time and as often as may be necessary. In addition to
11 information prescribed by the administrator, each employer shall keep records of and
12 report to the administrator quarterly the street address of each establishment, branch,
13 outlet, or office of such employer, the nature of the operation, the number of persons
14 employed, each employee's wage, and the wages paid at each establishment, branch,
15 outlet, or office.

16 (2) When filing quarterly wage reports, each employing unit shall include
17 the Standard Occupational Classification (SOC) System codes and job title of each
18 employee as recorded and reported by the employer. The administrator or his
19 authorized representative shall share this information aggregated pursuant to R.S.
20 23:1660(H)(4)(b) with the Workforce Investment Council and the Louisiana Board
21 of Regents to aid in the improvement of workforce development and educational
22 alignment.

23 * * *

24 H.(1) The Louisiana Workforce Commission, the division of administration,
25 or any contractor working on behalf of either of them, may be provided employment
26 data obtained pursuant to the administration of this Chapter for any one of the
27 expressly stated following purposes:

28 * * *

1 (c) Compiling statistics for education, ~~and training,~~ and research purposes,
2 including longitudinal studies to assist in program improvement and design.

3 (d) Compiling statistics that would assist in the preparation of an
4 occupational forecast.

5 * * *

6 (4)(a) The administrator shall transmit employment data, which is collected
7 pursuant to this Subsection, to the Board of Regents for its economic research and
8 for purposes of preparing an occupational forecast.

9 (b) The transmitted data shall be aggregated by occupation and designated
10 by municipality, when applicable, and by parish.

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

HB 459 Engrossed

2021 Regular Session

Freiberg

Abstract: Provides relative to the reporting and sharing of occupational information and employment records and reports.

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, shall also report occupational information on a form promulgated by the secretary of LWC.

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 and job title of each employee as recorded and reported by the employer. The administrator or his authorized representative shall share the occupational information with the Workforce Investment Council and the Louisiana Board of Regents to aid in the improvement of workforce development and educational alignment.

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 an occupational forecast.

Proposed law requires the transmitted data to be aggregated by occupation, municipality, and parish.

(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.