

HOUSE SUMMARY OF SENATE AMENDMENTS

HB 459

2021 Regular Session

Freiberg

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

Synopsis of Senate Amendments

1. Provides that each employer subject to the requirements of proposed law and who is already reporting occupational information on a form promulgated by the administrator may continue to do so.
2. Provides that beginning January 1, 2023, all employers subject to proposed law shall report the occupational information, subject to appropriation of funds for implementation of proposed law.
3. Allows an employing unit to provide either the Standard Occupational Classification System codes or job title of each employee, when filing quarterly wage reports.
4. Provides that the administrator or his authorized representative shall share any employment data received pursuant to proposed law with the Board of Regents.
5. Provides that the employment data shall not include certain identifying information about employers and employees.
6. Provides that any employment data the Board of Regents receives shall not be shared.
7. Provides that the Board of Regents shall only share aggregated information developed from the employment data it receives, and that the aggregated information shall be shared with the Workforce Investment Council and may be shared with any university or college system, or individual campuses.
8. Provides that any results or reports produced from the data shall be aggregated by occupational, municipality, parish, or instructional program prior to its release to ensure confidentiality is maintained.
9. Provides that Louisiana Workforce Commission shall, upon requests from the Board of Regents, share employment data related to specific students in order to determine students' employment progress after leaving university or college.
10. Makes technical changes.

Digest of Bill as Finally Passed by Senate

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 are maintained. Provides that the LWC 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))