

## RÉSUMÉ DIGEST

ACT 474 (HB 459)

2021 Regular Session

Freiberg

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

New law retains existing law and provides that an employer who is subject to the requirements of existing law and who is already reporting occupational information may continue to do so.

New law also requires certain employers to report occupational information beginning Jan. 1, 2023.

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

New law provides that there shall be no penalty assessed against an employer for failing to report, or timely report, an employee's occupational code or job title or an employee's hourly rate of pay.

Existing law provides that each employing unit shall keep true and accurate records containing the necessary information as required by the administrator. Existing 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 all of the following:

- (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.

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

New 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 new law.

New law further provides that 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.

New law provides that the employment data shall not include employer or employee names and employer identification numbers or employee social security numbers. New law also provides that employment data received by the Board of Regents shall not be shared.

New law requires the Board of Regents to only share aggregated information developed from the employment data it receives and that such aggregated information be shared with the Workforce Investment Council. New law also provides that the aggregated information may be shared with any university or college system or individual campuses.

Existing law provides that LWC, the division of administration, or any contractor working on behalf of either of them, may be provided employment data obtained pursuant to existing law for certain purposes as listed in existing law.

New law retains existing law and adds that LWC, the division of administration, or any contractor working on behalf of either of them may be provided employment data for the purpose of compiling statistics that would assist in the preparation of an occupational forecast.

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

New law requires that any results produced from the data be aggregated by occupation, municipality, parish, or instructional program prior to its release to ensure employer and employee confidentiality are maintained.

New law further provides that LWC shall share certain employment data with the Board of Regents upon request.

Effective August 1, 2021.

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