

Commerce Committee JOINT FAVORABLE REPORT

Bill No.: SB-1091

Title: AN ACT CONCERNING CERTAIN BUSINESS REPORTING REQUIREMENTS.

Vote Date: 3/14/2023

Vote Action: Joint Favorable

PH Date: 3/2/2023

File No.: 296

***Disclaimer:** The following JOINT FAVORABLE Report is prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and does not represent the intent of the General Assembly or either chamber thereof for any purpose.*

SPONSORS OF BILL:

Commerce Committee

REASONS FOR BILL:

During the 2021 legislative session Public Act 21-2 was passed, requiring businesses to report personal information such as gender identity, age, race, ethnicity, veteran status, disability status, home address, work address, highest education completed, occupation, hours worked, days worked, pay rate, start date in the current role, and end date beginning in 2024. Businesses throughout the state have been both confused and alarmed by the addition of these requirements. Since none of the other 49 states require their businesses to report additional information about their employees other than their Social Security number, name, and wages paid, state employers and employees alike view the changes as unnecessary. Additionally, state employers claim the additional information would be costly to acquire and retain and could potentially affect their relationship with their employees. SB-1091 aims to support state businesses by removing these additional reporting requirements.

RESPONSE FROM ADMINISTRATION/AGENCY:

None expressed.

NATURE AND SOURCES OF SUPPORT:

Pete Isberg, President, National Payroll Reporting, Supports

Isberg believes Public Act 21-2 adds problematic and costly burdens to state employers. He testified burdening the UI wage reporting system with these additional elements would impede timely administration of UI benefits, create privacy and security concerns, would increase CDOL Wage Record Amendments and Processing Costs, and could possibly affect

Federal Unemployment Insurance administrative funding. Additionally, he questions whether the data received by the state under Public Act 21-2 would even be reliable.

Numerous state business owners and representatives expressed concerns with the addition of fifteen new demographic reporting requirements for employers. They believe requiring their employees to report sensitive personal information would significantly impact their relationship with them, put a target on the backs of state businesses for hackers and cybercriminals, and take years of expensive systems development to connect Payroll and Human Resource systems to obtain and retain the newly required information. They also mentioned Connecticut would be the only state in the country to require this type of information from their businesses.

- **Rachel Albanese, Controller, Carpin Manufacturing, Supports**
- **Carol Boedicker, Chief Administrative Officer, Habco Industries, Supports**
- **Kim Corona Charron, CFO, Mandell JCC, Supports**
- **Steve Dicke, President, Connecticut Spring Stamping, Supports**
- **Michael Fabiani, Corru-Seals Inc., Supports**
- **James Flood, President, Bovano of Cheshire, Supports**
- **Kevin Grigg, CEO, Fuss & O'Neil, Supports**
- **Douglas Holmes, President, UWC Strategic Services on Unemployment & Workers' Compensation, Supports**
- **Bruno Massaro, Bruno Massaro & Sons Inc., Supports**
- **Diane Paskiewicz, Practice Administrator, Consulting Ophthalmologists P.C., Supports**
- **Paul Ranando, Law Offices of Paul S. Ranando, Supports**
- **Jeff Shaw, Senior Public Policy Advisor, CT Nonprofit Alliance, Supports**
- **Garrett Sheehan, President & CEO, GNHCC & QCC, Supports**
- **Vic Venettozzi, Group Vice President, Consolidated Industries Inc., Supports**
- **Bonnie Stewart, Executive Director & CEO, CTCPA, Supports**
- **Steve Wetherell, President, Global Help Desk Services Inc., Supports**
- **Michael Bergeron, Dawn Enterprises, Supports**
- **Cynthia Bombard, President & CEO, Central CT Chambers of Commerce, Supports**
- **Michael Daly, Office Manager, Jordan Poco Foundation, Supports**
- **Bruce Dworak, President, Hobson & Motzer Inc., Supports**
- **Mary Fitzgerald, President, ACME Wire Products Co., Inc., Supports**
- **Rex Florian, Tiger Enterprises Inc., Supports**
- **Paul Guidotti, President, East Branch Engineering and Manufacturing, Supports**
- **Jason Howey, Owner and CEO, OKAY Industries, Supports**
- **Douglas Johnson, President, Marion Manufacturing Company, Supports**
- **Richard King, IPPA, Supports**
- **Andy Markowski, Connecticut State Director, NFIB, Supports**
- **Diane Nadeau, President, Windham Region Chamber of Commerce, Supports**
- **Paul Petrikas, President, Vitta Corporation, Supports**
- **Geoffrey Schiffenhaus, CEO, Merrill Industries, Supports**
- **Meredith Shay, Owner & CEO, InCord, Supports**
- **Samuel Simons, President & COO, OEM Controls Inc., Supports**

- Jennifer Sylvia, Controller, New England Stair Company Inc., Supports
- Lynn Ward, President & CEO, Greater Waterbury Chamber, Supports
- Ashley Zane, Public Policy Associate, CBIA, Supports

NATURE AND SOURCES OF OPPOSITION:

None expressed.

Reported by: Colin DeCure

Date: 4/4/2023