



PA 23-4—SB 1091
Commerce Committee

AN ACT CONCERNING CERTAIN BUSINESS REPORTING REQUIREMENTS

SUMMARY: This act eliminates certain expanded Department of Labor (DOL) employer data reporting requirements that had yet to take effect and instead authorizes employers to include several more data points in their quarterly wage reports.

Existing law requires employers subject to the state's unemployment law to submit quarterly wage reports to DOL with information about each employee receiving wages, including their names, Social Security numbers, and wages paid during the calendar quarter. Beginning with the third quarter of 2026, the act allows these employers to include (1) each employee's occupation and hours worked and (2) the employer's business mailing address zip code.

The act eliminates provisions in prior law, which would have phased in starting in 2024, requiring these employers to include the following data points for each employee:

1. gender identity, age, race, ethnicity, veteran status, disability status, and highest education completed;
2. home and primary work site addresses;
3. occupational code under the Bureau of Labor Statistics' standard occupational classification system;
4. hours and days worked and salary or hourly wage; and
5. employment start date in the current job title and, if applicable, employment end date.

The act also makes various conforming changes, including repealing employee data confidentiality and data sharing provisions for the expanded reporting requirements.

EFFECTIVE DATE: Upon passage