**ACT No. 474** 

HOUSE BILL NO. 459

## BY REPRESENTATIVE FREIBERG

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 who is
14	already reporting occupational information on a form promulgated by the
15	administrator may continue to do so. However, beginning January 1, 2023, all
16	employers subject to this Section shall report the occupational information, subject
17	to appropriation of funds for implementation of this Section.
18	(2) The occupational information form shall be submitted electronically
19	along with an employer's contribution and wage reports as required by this Section.
20	(3) Notwithstanding any provisions of law to the contrary, there shall be no
21	penalty assessed against an employer for failing to report, or timely report, an
22	employee's occupational code or job title or an employee's hourly rate of pay.
23	* * *

HB NO. 459 ENROLLED

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

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

(2) 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 R.S. 23:1531.1(F)(1). The administrator or his authorized representative shall share the employment data he receives pursuant to this Section with the Board of Regents to aid in the improvement of workforce development and educational alignment. The employment data shall not include employer or employee names and employer identification numbers or employee social security numbers. Any employment data the Board of Regents receives pursuant to Subparagraph (H)(4)(a) of this Section shall not be shared. The Board of Regents shall only share aggregated information developed from the employment data it receives. The aggregated information shall be shared with the Workforce Investment Council and may be shared with any university or college system, or individual campuses.

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

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HB NO. 459 **ENROLLED** 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 the occupational forecast. 9 (b) Any results or reports produced from the data shall be aggregated by 10 occupation, municipality, parish, or instructional program prior to its release to 11 ensure employer and employee confidentiality is maintained. 12 (c) Notwithstanding any other provision of this Section, the Louisiana 13 Workforce Commission shall, upon request from the Board of Regents, share 14 employment data related to specific students for the purpose of determining their 15 employment progress upon leaving a university or college within the Board of 16 Regent's purview. SPEAKER OF THE HOUSE OF REPRESENTATIVES PRESIDENT OF THE SENATE GOVERNOR OF THE STATE OF LOUISIANA

APPROVED: \_\_\_\_