
**Labor & Workplace Standards
Committee**

HB 2308

Brief Description: Requiring employers to periodically report standard occupational classifications or job titles of workers.

Sponsors: Representative Slatter.

Brief Summary of Bill

- Requires employers to include occupational data of its employees in the employer's quarterly tax reports to the Employment Security Department.

Hearing Date: 1/13/20

Staff: Trudes Tango (786-7384).

Background:

Employment Security Department Reports.

The Employment Security Department (ESD) administers the state's unemployment benefits program. Employers must file tax reports with the ESD every quarter. The reports must contain the name of all employees covered by unemployment insurance, their social security numbers, their wages, and the number of hours worked in the quarter.

Employers may file electronically or use paper forms. An employer is subject to escalating penalties for failing to file a report or for filing an incomplete report. The ESD issues a warning letter for the first violation. For subsequent violations, the penalties range from \$75 to \$250.

Workforce Training and Education Coordinating Board.

The ESD has data sharing agreements with the Workforce Training and Education Coordinating Board (Workforce Board). The Workforce Board matches student-level records with the ESD's

This analysis was prepared by non-partisan legislative staff for the use of legislative members in their deliberations. This analysis is not a part of the legislation nor does it constitute a statement of legislative intent.

wage records to evaluate performance outcomes for a number of workforce and post secondary education programs.

Standard Occupational Classification.

The Standard Occupational Classification (SOC) system is a federal system used by federal agencies to classify workers into occupational categories.

Summary of Bill:

Employers must include the Standard Occupational Classification or job title of each worker in their quarterly tax reports to the ESD.

Appropriation: None.

Fiscal Note: Requested on January 8, 2020.

Effective Date: The bill takes effect on October 1, 2021.