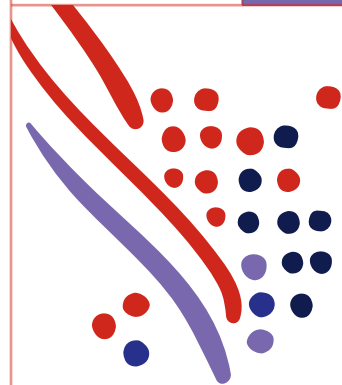


# Expanding Quarterly Wage Report Requirements – Policy and Administrative Issues

June 27, 2024 | Spokane, Washington



# Payroll Reporting Sector



## Basic Principals of Payroll Service Providers (PSP)

- No policy position on requirements
- Has positions on consequences of legislative / administrative changes
  - If XXX is done, then YYYY will likely result
  - Employer / client consequences
- Stress the importance of compliance
- About 50% of a state's workforce are represented by a PSP that is a member of the National Payroll Reporting Consortium (NPRC)

# Payroll Reporting Sector



## Reporting Requirements

- Since 1938 – report what is necessary to pay claims and collect tax
  - SSN, name, total wages paid during the quarter
- State-Specific UI Benefit determination data
  - May also require reporting hours worked, weeks worked, etc.

# Payroll Reporting Sector



## Wage Enhancement

- Alaska:
  - GEO codes for location of work
  - SOC code
- Connecticut: Effective 3rd Quarter 2026 - "May report"
  - SOC Code
  - Hours Worked
  - "Business mailing address ZIP code of the employer"
- Indiana
  - SOC code
  - Start Date
  - ZIP code of primary work location
  - FT/PT/Seasonal indicator - Failure to report = penalty of \$25

# Payroll Reporting Sector



## Wage Enhancement (Continued)

- Louisiana:
  - Hours Worked
  - SOC code or Job Description
- Nebraska:
  - Hours Paid
  - Job Title
- South Carolina: Effective 1Q2024
  - SOC Code
  - Total Number of Hours Worked

# Payroll Reporting Sector



## Wage Enhancement (Continued)

- Washington State: Effective 4Q2022
  - SOC code or Job Title
  - Zero-hour reason code
    - Failure to report SOC code or job title:
      - 2<sup>nd</sup> offense – 10% or \$75 - \$250
      - 3<sup>rd</sup> offense – 10% or \$150 - \$250
      - 4<sup>th</sup>/more offenses - \$250 (\$2 if no taxes owed)
- West Virginia:
  - SOC Code
  - Job Title
  - County Name

# Unofficial Summary of UI Wage Reporting Elements



#	Element Description	States Collecting Data Elements
1	Gender identity	VT
2	Highest education completed	
3	Home address	
4	Hours worked	CT, LA, SC, WA, DC, KY, MA, MN, OR, RI, WY
3	Occupation code (SOC)	AK, CT, IN, LA, SC, WA, WV
4	Race	
5	Salary or hourly wage (pay rate?)	NE, VT
6	Veteran status	
7	Work site address	AK, CT, IN, CO, WV
8	Age	
8	Days worked (Full Time/Part Time)	IN
9	Disability status	
10	Employment end date	
11	Employment start date in the current job title	IN
12	Ethnicity	
13	County name	WV
14	Job Description	LA
15	Job Title	NE, VT, WA, WV

# Paid Leave Reporting Requirements



Paid Family and Medical Leave (PFML) often use UI as the reporting vehicle

- When that happens, additional reporting may impact normal UI reporting
- States that already have PFML with UI
  - CA EDD, DC, WA
- States that have recently or will soon begin PFML with UI
  - MD, ME, MN, OR
- New PFML programs that are not using UI wages include:
  - CO FAMILI, DE
- States that do not have PFML
  - GA, IL



# Payroll Reporting Sector



## Questions

- Should states require enhanced data collections?
  - Fines and penalties?
  - Reject wage reports that report missing or invalid data?
  - Does this enhanced data improve the timeliness and accuracy of benefit payments?
  - Should this reporting be tied to UI quarterly reports?
  - Should this reporting and its definitions be tied to another area, for example NASWA SIDES?
- What actions would make enhanced wage reporting easier?
  - Common data fields
  - Common data definitions
  - Alternative data selection
- Biggest challenges to expanding wage reporting?
  - State legislative requirements

# Contact and Reference Information

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