

FINAL BILL REPORT

HB 1684

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Synopsis as Enacted

Brief Description: Clarifying procedures for federally recognized tribes to report standard occupational classifications or job titles of workers under the employment security act.

Sponsors: Representatives Slatter and Lekanoff.

House Committee on Labor & Workplace Standards
Senate Committee on Labor & Commerce

Background:

Quarterly Reports to the Employment Security Department.

The Employment Security Department (Department) administers the state unemployment insurance system. Employers must file quarterly tax reports with the Department. The reports must contain the names of all workers covered by unemployment insurance, along with their social security numbers, their wages, and the number of hours worked in the quarter. In addition, beginning October 1, 2022, those quarterly reports must also include the Standard Occupational Classification (SOC) or job title of each worker. Any employer knowingly failing to report SOCs or job titles must pay an incomplete report penalty. The Department, in coordination with the Workforce Training and Education Coordinating Board, must report to the Legislature and the Governor by November 1, 2026, on how the collection of occupational data was used to evaluate educational investments, add or modify existing training programs, or improve job placement.

Participation of Indian Tribes in Unemployment Insurance System.

Indian tribes are considered to be employers under the Federal Unemployment Tax Act, but are exempt from federal unemployment taxes if in compliance with certain state requirements. Indian tribes may contribute to the State Unemployment Compensation Fund or make payments in lieu of contributions for benefits claimed by the tribe's unemployed workers. Indian tribes are generally required to comply with the same requirements applicable to other employers in the state unemployment insurance system.

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

Summary:

A federally recognized tribe may elect to report the SOCs or job titles of its workers in its quarterly reports to the Department. If a federally recognized tribe elects to report SOCs or job titles, it retains the option to opt out of reporting at any time for any reason it deems necessary. The Department must adopt rules to implement the bill.

Votes on Final Passage:

House 69 26

Senate 45 4

Effective: July 23, 2023