



ARIZONA STATE SENATE
Fiftieth Legislature, Second Regular Session

FACT SHEET FOR H.B. 2248

employer reporting requirements; new employees

Purpose

Requires an employer doing business in Arizona to report to the Department of Economic Security (DES) the date an employee first performed services for pay.

Background

DES is required to implement a program requiring all employers doing business in Arizona to report to DES the hiring of any employee who resides or works in Arizona and the rehiring or returning to work of any employee who has been laid off, furloughed, separated, granted a leave without pay or terminated from employment (hiring report). DES is also required to eliminate all unnecessary reporting in the information requested to reduce the burden of employers. Employers are required to report the information by submitting a W-4 form or an equivalent form at the option of the employer. The information can be submitted magnetically, electronically or by mail, fax or any other means authorized by DES. Employers are required to submit the hiring report within 20 days after the employee is hired or rehired or returns to work. The hiring report must contain the employee's name, address and social security number along with the employer's name, address and federal tax identification number.

DES may use the information collected in the hiring report only for the administration and enforcement of child support, the identification and prevention of benefit fraud and the administration of employment security services and workers' compensation programs, with certain exceptions (A.R.S. § 23-722.01). According to DES, a federal law that became effective in 2010 requires employers to report the date an employee first performs services for pay (P.L. 111-291). H.B. 2248 conforms Arizona law to federal law and codifies current practice.

There is no anticipated fiscal impact to the state General Fund associated with this measure.

Provisions

1. Requires an employer to include the date an employee first performed services for pay in its hiring report.
2. Becomes effective on the general effective date.

FACT SHEET

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House Action

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3rd Read	2/21/12		49-8-2-0-1

Prepared by Senate Research

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