



CA-SB 973: Filing for Pay Data in California

The California Senate Bill No. 973, approved by Governor Newsom on September 30th, 2020, will require all private employers with 100 or more employees **and** employees that live **or** report to an establishment in California to report information on Pay and Total Hours Worked to the California Department of Fair Employment and Housing for those employees during the year 2020.

The information that employers will submit is very similar to the information that was required from the 2017 and 2018 EEO-1 Component 2 Filing. Employers are required to submit W-2 information and information on the number of hours worked for all their employees that report to an establishment in California or that live in California.

The deadline for report submission is March 31, 2021. The California Department of Fair Employment and Housing states that a User Guide and Template will be available for employers on February 1st, 2021. The Data Submission Portal is scheduled to open on February 15th, 2021. At this time, there is not any notice for the submission deadline to be readjusted as the EEO-1 Component 1 filing has been for the 2019 and 2020 survey. Please click on the following link for reference:

<https://www.dfeh.ca.gov/paydatareporting/>

President & CEO of HR Unlimited, Inc. Mr. Ahmed Younies will be hosting a webinar to discuss the background for the CA SB 973 filing, who and what is required to file, why the filing should be taken seriously, and preventative measures that your organization can take ahead of submitting the information to the California Department of Fair Employment and Housing. If you are interested in knowing exactly what data will be required to collect, please fill out our contact form so one of our experts may contact you directly.