

# Sweeney Mason

LLP

## **News Alert: Pay Data Reporting Reminder**

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A reminder to all employers with 100+ employees and at least one California employee: your 2022 pay data is due tomorrow, May 10, 2023.

California law requires employers with 100 or more employees to file an annual pay data report with the California Civil Rights Department (“CRD”), previously the Department of Fair Employment and Housing (“DFEH”), that contains information about the race, ethnicity, and sex of their workforce in various job categories—a requirement that overlaps with the federal EEO-1 report filing requirement.

Employers subject to the reporting requirements can submit their data through the CRD's reporting portal. Employers must report median and mean hourly rates within each job category, and for each combination of race, ethnicity, and sex. The law also includes a requirement to report data regarding workers employed through labor contractors.

The California Labor Commissioner's office released updated Frequently Asked Questions about the pay data reporting requirements. We recommend that employers carefully review the FAQs and contact us with any questions about the pay data reporting requirements and how they apply to your business.

For more information about any of these employment legal updates, please contact our employment team at 408-356-3000 or via email: Roger Mason at [rmason@smwb.com](mailto:rmason@smwb.com), Rachael Brown at [reb@smwb.com](mailto:reb@smwb.com), or Caitlin Kaufman at [ckaufman@smwb.com](mailto:ckaufman@smwb.com).

