

South Dakota Department of Labor & Regulation
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New Requirement for New Hire Reporting

PIERRE, S.D. – The South Dakota Department of Labor and Regulation and the Department of Social Services announce effective January 16, 2012, employers will be required to include the date of hire for each new employee submitted to the South Dakota New Hire Reporting Center.

The date of hire is considered to be the date an employee first performed services for pay. This requirement was enacted in Section 802 of the Claims Resolution Act of 2010 (CRA; Pub. L. No. 111-291) signed into law by President Obama on December 8, 2010.

The Personal Responsibility and Work Opportunity Act of 1996 and South Dakota Codified Law 25-7A-3.3 requires all public, private, non-profit and government employers to report all employees who are newly hired, rehired or who return to work after a separation of 30 or more days. This includes full-time, part-time, seasonal and temporary employees, both adults and minors. Reports are due to the New Hire Reporting Center within 20 days of hire.

In addition to the date of hire, employers must submit the employee name, address and social security number and the employer business name, address and federal identification number.

New Hire Reporting Center information is mainly used to match against child support records to locate parents and establish or enforce child support orders. For additional information, visit www.sdjobs.org.