

e-Alert

12.21.21

California Pay Data Reporting Approaching

Background

In September 2020, California implemented the [California Pay Data Reporting](#) legislation in an effort to reduce gender and racial pay gaps. It is the time of the year again where qualified employers subject to [California Pay Data Reporting](#) will need to file their employee pay data reports no later than March 31, 2022

Summary

Required Employers:

- Private employers with 100 or more employees that are required to file an annual EEO-1 report under federal law

Frequency:

- Annually — due March 31 each year

Required Data:

- "Snapshot" of a single pay period between October 1, 2021, and December 31, 2021.
- All employees assigned to a California establishment and/or working within California during the Snapshot period **must** be included in the Pay Data Report

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(any employees assigned to establishments outside of California and working outside of California may be included in the report, but it is not essential to include them).

Employer Next Steps

- The [California Department of Fair Employment and Housing \(DFEH\)](#) has been updated with employer filing requirements and FAQs.
- If you are a qualifying employer, you must submit your pay data report to the DFEH no later than March 31, 2022.
- If you are interested in outsourcing the preparation and submission of your company's California's pay data, please [email us](#).

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