Engage PEO Client Alert

Connecticut: Modification of Demographic Data Requirements

WHAT'S NEW: The state of Connecticut has significantly reduced its quarterly reporting requirements for employers, which were to take effect during the third quarter of 2024.

Now, beginning in the third quarter of 2026, in addition to providing the state with a quarterly report that includes the name of each employee who receives wages, each employee's Social Security number, and the amount of wages paid to each employee during the past quarter, Connecticut employers may choose to provide the following additional information with respect to each employee:

- The employee's occupation;
- The number of hours that the employee worked; and
- The zip code of the employer's business mailing address.

WHY IT MATTERS: This amended law significantly lowers the reporting burden on Connecticut employers that, beginning in the third quarter of 2024, were expected to submit quarterly reports to the state that were required to include employees' gender identity, age, race, ethnicity, veteran status, disability status, highest level of education completed, home address, address of primary worksite, Bureau of Labor Statistics of the United States Department of Labor occupational code, hours worked, days worked, salary or hourly wage, employment start date in current job title, and, if applicable, employment end date.

WHAT EMPLOYERS SHOULD DO: Connecticut employers should keep in mind that the reporting requirements outlined above will go into effect during the third quarter of 2026. Employers should be prepared to provide the new information required by the state.

Please reach out to your Engage Human Resources Consultant if you have any questions concerning this alert or other H.R.-related matters.