

By: Representative Holland

To: Public Health and Human  
Services

## HOUSE BILL NO. 840

1 AN ACT TO AMEND SECTION 43-19-46, MISSISSIPPI CODE OF 1972,  
2 TO REVISE THE DEFINITION OF EMPLOYERS REQUIRED TO REPORT NEW HIRES  
3 TO THE DEPARTMENT OF HUMAN SERVICES; AND FOR RELATED PURPOSES.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

5 **SECTION 1.** Section 43-19-46, Mississippi Code of 1972, is  
6 amended as follows:

7 43-19-46. (1) Each employer paying wages, salary or  
8 commission and doing business in Mississippi shall report to the  
9 Directory of New Hires within the Mississippi Department of Human  
10 Services:

11 (a) The hiring of any person who resides or works in  
12 this state to whom the employer anticipates paying wages, salary  
13 or commission; and

14 (b) The hiring or return to work of any employee who  
15 was laid off, furloughed, separated, granted leave without pay or  
16 was terminated from employment.

17 (2) Employers shall report, by mailing or by other means  
18 authorized by the Department of Human Services, a copy of the  
19 employee's W-4 form or its equivalent that will result in timely  
20 reporting. Each employer shall submit reports within fifteen (15)  
21 days of the hiring, rehiring or return to work of the employee.  
22 The report shall contain:

23 (a) The employee's name, address, social security  
24 number and the date of birth;

25 (b) The employer's name, address, and federal and state  
26 withholding tax identification numbers; and

27           (c) The date upon which the employee began or resumed  
28 employment, or is scheduled to begin or otherwise resume  
29 employment.

30           (3) The department shall retain the information, which shall  
31 be forwarded to the federal registry of new hires.

32           (4) The Department of Human Services may operate the  
33 program, may enter into a mutual agreement with the Mississippi  
34 Department of Employment Security or the State Tax Commission, or  
35 both, for the operation of the Directory of New Hires Program, or  
36 the Department of Human Services may contract for that service, in  
37 which case the department shall maintain administrative control of  
38 the program.

39           (5) In cases in which an employer fails to report  
40 information, as required by this section, an administratively  
41 levied civil penalty in an amount not to exceed Five Hundred  
42 Dollars (\$500.00) shall apply if the failure is the result of a  
43 conspiracy between the employer and employee to not supply the  
44 required report or to supply a false or incomplete report. The  
45 penalty shall otherwise not exceed Twenty-five Dollars (\$25.00).  
46 Appeal shall be as provided in Section 43-19-58.

47           (6) This section shall stand repealed on July 1, 2010.

48           **SECTION 2.** This act shall take effect and be in force from  
49 and after July 1, 2007.