Deadline for California 2024 Pay Data Reporting Is May 14, 2025

Employers with 100 or more employees and/or 100 or more workers hired through labor contractors, in each case at least one of whom is in California, must file annual workforce pay data reports with the state Civil Rights Department (CRD). 2024 pay data reports are due on **Wednesday, May 14, 2025**, and the portal for submitting 2024 reports opened on Feb. 3, 2025.

Overview of Reporting Requirements

California law requires large employers to submit pay data reports to the CRD annually that outline pay, data on pay, hours worked, demographics and other workforce data. The CRD uses this data to identify wage patterns and effectively enforce equal pay and anti-discrimination provisions.

For 2024, there are two report types: Payroll Employee Reports and Labor Contractor Employee Reports. Therefore, employers must file a separate report on workers hired through labor contractors in the prior calendar year.

Changes for 2024

The 2024 pay data reporting requirements are generally the same as those for 2023. However, for reporting year 2024, the CRD has added "Middle Eastern or North African (MENA)" as a race and ethnicity category.

Penalties

The CRD and state courts may compel a noncompliant employer to file its annual report and pay all costs associated with the enforcement action. Employers that fail to file required pay data reports may be subject to civil penalties of $100 per employee (or $200 per employee for subsequent failures).

Employer Next Steps

Employers subject to pay data reporting requirements may begin submitting 2024 pay data through the CRD's online portal and should ensure they meet the May 14, 2025, filing deadline to avoid penalties. For additional information on specific filing requirements, employers may refer to the CRD's pay data reporting frequently asked questions, handbook and user guide.

Provided to you by **Employco USA, Inc.**

Highlights

Feb. 3, 2025
California's annual pay data reporting portal opened for employers to begin submitting their 2024 reports.

May 14, 2025
Deadline for employers subject to the annual pay data reporting requirements to file 2024 pay data.

Employers with 100 or more employees must file 2024 pay data reports by May 14, 2025.