



EMPLOYER OUTREACH NEWS

Volume 13 issue 1

Spring 2019

Michigan Department of Health and Human Services—Office of Child Support, Michigan State Disbursement Unit

Employer New Hire Reporting

New hire reporting is the process by which you, the employer, report information on your newly-hired employees to a designated state agency shortly after the date of hire or rehire. A newly hired employee is an individual not previously employed by your company, and a rehired employee is an individual who was previously employed by your company but separated from employment for at least 60 consecutive days.

New hire reports are matched against child support records at the state and federal levels to locate parents who owe child support. This is especially helpful for interstate cases (one parent lives in a different state than his/her child), which are often the most difficult cases for the state to resolve.

Federal law 42 USC 653a requires all employers to report each newly hired or rehired employee to a state directory of new hires within 20 days of his/her hire or rehire date.

Continued on page 2



In This Issue

- New Hire Reporting
- The Work Number

Continued from page 1

With new hire reporting, state child support enforcement agencies have the ability to issue income withholding orders - the quickest, and most effective means of collecting child support. The State New Hire Reporting Contacts and Program Requirements matrix available at <http://www.acf.hhs.gov/programs/css/resource/state-new-hire-reporting-contacts-and-program-requirements> provides state specific information about new hire reporting.

What Employers Need to Report:

Employee Information:

- Name
- Address
- Social Security number
- Hire date

Employer Information:

- Name
- Address
- Federal Employer Identification Number (FEIN)
- Availability and date of eligibility for dependent health insurance benefits .



Continued on page 3



The Work Number - TALX

To comply with, and provide the federally mandated information requested by the Michigan Office of Child Support, a small number of employers are redirecting the requests by referring Michigan Child Support staff to “The Work Number.” “The Work Number” is an online database and service offered by TALX Corporation (a subsidiary of Equifax.) The Michigan Child Support program is asking these organizations to cease and discontinue this practice as “The Work Number” now charges government agencies a fee in order to obtain employment information. The result is Child Support staff are precluded from using “The Work Number” and thus stopped from receiving the information needed to establish or modify support orders, provide correct employer income withholding orders and deliver health care coverage notices. To this small group of employers, we ask for their cooperation by providing direct responses versus referring Child Support staff to “The Work Number”. PLEASE HELP US!

You, as an employer, are an essential part to making sure children and families receive the financial support they deserve.