

TEXAS LAWS

AREA	REQUIREMENTS	AUTHORITY
EDUCATION		
	Pertains to reports to the Texas Higher Education Coordinating Board in the "CBM Reporting Series." Student and faculty social security numbers must be disclosed in reports to the Coordinating Board with respect to data that institutions of higher education are required to report. The reporting manual permits an assigned 9-digit number if the student does not have a social security number. The reporting manuals are on the board's website at: http://www.txhighereddata.org/ReportingManuals.cfm	Texas Education Code Ch. 61 CBM Reporting Manual
	An institution's report to the Texas Higher Education Coordinating Board must include the student's name and social security number in order to commit specific award amounts to students in the Board's Texas Grant II Program.	Texas Education Code § 56.351, et seq.; 19 Tex. Admin. Code § 22.254
	Complaints involving improper conduct against an educator within a school, including a charter school, addressed to the State Board for Educators Certification must include the educator's name; and certificate number, if any, or social security number.	Texas Education Code § 21.041; 19 Tex. Admin. Code § 249.14(e)
EMPLOYMENT		
	Entitles institutions of higher education to obtain criminal history record information for evaluating applicants for employment in security sensitive positions. The Department of Public Safety may require institutions of higher education to submit an individual's social security number for identification purposes.	Texas Government Code §§ 411.094, 411.086
	Requires employer to report to the State Comptroller the name and social security number of the employee from whose salary or wages a deduction for the employee's membership in employee organizations is made.	Texas Government Code Ch. 403; 34 Tex. Admin. Code § 5.46
	Requires an employer to furnish to the State Directory of New Hires a report of all new hires that contains certain information from the employee's W-4 form, including social security number.	Texas Family Code § 234.103; 1 Tex. Admin. Code § 55.303
	Requires payroll reports to the State Comptroller for agencies that do not use Uniform Statewide Payroll/Personnel System to include employee's name and social security number.	Texas Government Code Ch. 403; 34 Tex. Admin. Code § 5.41
	Requires agencies that allow deductions for payment to credit unions to include in report to the State Comptroller the name and social security number of each employee for whom deductions were made.	Texas Government Code Ch. 403; 34 Tex. Admin. Code § 5.47
	Deduction for contributions to charitable organizations from employee to employer must include social security number. Cancellation also requires that the employer provide the employee's social security number to the State Comptroller.	Texas Government Code Ch. 403; 34 Tex. Admin. Code § 5.48
	Employers interested in shared work programs must obtain approval from the Texas Workforce Commission and include the names and social security numbers of employees involved in the plan.	Texas Labor Code § 215.022
HEALTH CARE EDUCATION		
	Complaints about nurses must be forwarded to the Texas Board of Nursing and must include the name and social security of the nurse. The nursing program must maintain records to include social security number of enrolled students in nursing program.	Texas Occupations Code § 304.008; 22 Tex. Admin. Code §§ 213.13, 215.8

FEDERAL LAWS

EMPLOYMENT		
	Authorizes an employer to examine an alien's social security number for verification of eligibility for employment.	8 U.S.C. §1324a(b); 8 C.F.R. § 274a.2
	An employer must furnish the social security number of each employee for the State Directory of New Hires for child support enforcement purposes.	42 U.S.C. § 653
	An employer must keep records of payment made to state government employees and requires social security number to be included in record.	20 C.F.R. § 404.1225
	Employees must provide the employer with his/her social security number.	26 C.F.R. § 31.6011(b)-2
	Employers must include the employee's social security number on the Form W-2.	26 C.F.R. § 31.6051-1
	Employers must use the employee's social security number on required reports pertaining to deferred vested retirement programs.	26 C.F.R. § 301.6057-1
HEALTH CARE EDUCATION		
	Hospitals that incur indirect costs for graduate medical education programs must furnish the social security number for each resident.	42 C.F.R. § 412.105
	Hospitals that receive Medicare payment for direct graduate medical educational activities must identify residents by social security number.	42 C.F.R. § 413.75
STUDENT LOANS		
	An institution of higher education must verify the borrower's social security number. They must use a common financial aid form to collect the information on the form, including the social security number of parents of dependent children seeking federal financial assistance. A student must submit his/her social security number to receive any grant, loan or work assistance. Institutions of higher education must verify social security number in the national student loan database and include the social security number in certain reports and in loan assignments.	20 U.S.C. §§ 1078, 1078-2(f), 1090(a)(7), 1091(a)(4)(B), 1092, 1092b; 34 C.F.R. §§ 668.16, 668.33, 668.36, 674.41, 674.42, 674.50, 682.604, 685.304
	Requires social security number for certain student loan applications for the health professions, such as doctors and nurses participating in the Health Education Assistance Loan Program (HEAL). Schools must give notice regarding any change in status of a student, identify students by social security number, and maintain current records on students, including verification of social security number and the student's citizenship.	42 C.F.R. §§ 57.206, 57.306, 60.51, 60.53, 60.56