

UI Quarterly News
3rd Quarter 2012
Colorado Department of Labor and Employment
Unemployment Insurance Program
www.colorado.gov/cdle/ui

John Hickenlooper
Governor



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Executive Director

REQUEST TO EMPLOYER FOR EARNINGS DATA, FORM UIB-144

The Unemployment Insurance (UI) Integrity Benefit Payment Control (BPC) unit is responsible for conducting quarterly cross-match audits of benefit payment histories against quarterly wages reported by employers. These audits help us properly set up overpayments and recoup money for the UI Trust Fund. These overpayments have a positive impact on employer premium rates by crediting the amount of the overpayment to their account. As a result, employers you may receive Form UIB-144, Request to Employer for Earnings Data, seeking wage, earnings, and hourly rate-of-pay data for their employees.

In July 2012 the BPC unit sent over 5,000 Request to Employer for Earnings Data forms for the third calendar quarter 2010. We anticipate completing the fourth calendar quarter 2010 quarterly cross-match audit in October 2012. In 2013 we plan to implement a more automated cross-match system to expedite these audits on a weekly, monthly, and quarterly basis. We also plan to have a Web site that employers can log into to assist in their responses.

We encourage employers to comply with the provisions of the [Colorado Employment Security Act](#) §8-72-107(1) and "keep true and accurate work records..." for "not less than five years..." These records will help us properly establish overpayments which in turn have a positive impact on employers experience rates. Your continued support in this endeavor is greatly appreciated.

BOND SECURES STABILITY OF UNEMPLOYMENT INSURANCE TRUST FUND

In order to increase the financial health of the UI Trust Fund and provide relief to Colorado employers, we have secured a bond transaction totaling \$630 million. We have prepared a [fact sheet](#) and [explanation letter to employers](#) to provide information on the many benefits of this effort.

Interest on bonds issued will be assessed annually to employers identified as subject to bond-interest repayment until bond repayment is complete. The first bond interest assessment was billed in September 2012.

The following types of employers are **not** subject to bond-interest repayment:

- State government
- Political subdivisions
- Employers with a benefits-charged account balance of zero
- Employers with percent-of-excess greater than or equal to +7
- Reimbursing employers

Details on bond-principal repayment will be provided with your UI premium rate notice that will be mailed in November 2012.

Additional information regarding the Bond Repayment Program is available at www.coloradoui.gov/bond.

UNEMPLOYMENT INSURANCE PREMIUM REFORMS FOR 2013

House Bill 11-1288 was passed in the 2011 legislative session and went into effect on July 1, 2011. Because the Unemployment Compensation Fund became solvent prior to June 30, 2012, there are many parts to this law that will come into effect for the first time in 2013:

- The chargeable wage base on which an employer is required to pay premiums will adjust to \$11,300.
- The previous premium rate table will be repealed, and a new rate table will be used to determine an employer's premium rate.
- A socialized surcharge (previously .22 percent) will no longer be added as a separate item to an employer's rate.
- The solvency surcharge rate table and criteria for triggering on and off will be changed.
NOTE: The solvency surcharge will NOT be in effect for 2013.

These changes will be reflected on your 2013 rate notice, which will be mailed in November 2012.

STATE INFORMATION DATA EXCHANGE SYSTEM

The State Information Data Exchange System (SIDES) is a national electronic-transmission system that communicates and transmits unemployment job-separation information efficiently, accurately, and securely between UI agencies, large multi-state employers, and third-party agencies (TPAs).

We have expanded the SIDES system to allow small businesses to begin using a similar service called SIDES E-Response. Participating small employers will be able to electronically send and receive separation data instead of sending paper requests and responses.

Employers participating in SIDES and SIDES E-Response will be able to:

- Respond to Form UIB-290, Request for Facts About a Former Employee's Employment, in an easy and efficient electronic format.
- Receive a date stamped confirmation, avoiding time and cost of unnecessary hearings.
- Attach additional documentation to your job-separation responses.
- Eliminate delays related to mail delivery.
- Provide speedy and efficient resolution of separation and related issues.
- Keep UI premium rates and business costs low due to reduction of state- and employer-related administrative costs and by reducing improper payments through streamlined fact-finding processes.

To sign up for SIDES E-Response, e-mail us at cdle_ui_sides@state.co.us.

If you would like to learn more about SIDES E-Response, prior to signing up, visit <http://info.uisides.org/>.

MYUI EMPLOYER

MyUI Employer is a new online tool that will give you instant access to information on your unemployment account. Features include the ability to file your Unemployment Insurance Quarterly Premium and Wage Report, make a payment, and review your account details. MyUI Employer is currently under development and will be available during the first calendar quarter of 2013. More information regarding the many benefits of MyUI Employer and how to sign up will be forthcoming.

REGISTERING A NEW BUSINESS

To register a new business, employers must have at least \$1,500 in qualifying wages or have one employee hired for at least one day each week for 20 separate weeks. When an account is opened using our Register A New Business Web site, Colorado Business Express, or a hand completed form, the account cannot be properly established if the employer does not meet the above requirements. New business accounts that have been registered without meeting the requirements will be cancelled. The employer must re-apply for another account once requirements have been met.

EMPLOYMENT VERIFICATION LAW AUDITS

All public and private employers in Colorado must comply with the requirements of the Colorado Employment Verification Law, Colorado Revised Statutes 8-2-122. This law is in addition to federal Form I-9 requirements and applies to all Colorado employees hired on or after January 1, 2007. There are two main components to the law: (1) an affirmation requirement, and (2) a requirement to make and retain copies of employee identity and employment eligibility documentation.

The Colorado Division of Labor conducts audits of employers to determine compliance with the law. Employers who are not meeting the requirements of the law may be subject to fines up to \$5,000 for the first offense, and up to \$25,000 for second and subsequent offenses per employee.

For more information, visit the [Employment Verification Law](#) Web page on the [CDLE](#) Web site.

CONTRACTS FOR SERVICES WITH PUBLIC ENTITIES REMINDER

Contractors who enter into or renew a public contract for services with Colorado state agencies or political subdivisions must participate in either the federal [E-Verify](#) program or the [Department Program](#).

The Colorado Division of Labor may conduct audits of contractors to determine compliance with the law. Violations of the law may result in contract termination and liability for actual and consequential damages.

For more information, visit the [Public Contracts for Services](#) Web page on the [CDLE](#) Web site.

QUESTIONS OR CONCERNS?

For UI premium questions and issues related to your account, e-mail UI Employer Services at cdle_ui_employer_services@state.co.us. You may also call 303-318-9100 (Denver-metro area) or 1-800-480-8299 (outside Denver-metro area).