

UI Quarterly News
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Colorado Department of Labor and Employment
Unemployment Insurance Division
www.coloradoui.gov

John Hickenlooper
Governor



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HELLO EMPLOYER,

In this quarter's newsletter, we remind you of some new unemployment insurance (UI) tools to help increase your efficiency in dealing with us, and we introduce a few new legislative items that may impact your business.

NEW — ONE STOP ACCESS TO ALL UI EMPLOYER SERVICES

This site will provide information and direct links to MyUI Employer, State Information Data Exchange System (SIDES), and other online tools and resources. It includes information for new and existing employers. The toolkit can be found at www.coloradotoolkit.com.

24x7 ACCESS TO YOUR UNEMPLOYMENT INSURANCE PREMIUM ACCOUNT

You can now manage your Colorado UI premium account online through MyUI Employer. Our online service gives you secure access to your account and will allow you to:

- File current and past due wage and premium reports online
- Pay premiums online
- View current and historical balances and rates
- Access account status and reporting due dates
- Request duplicate rate notices and 940 certification documents
- Close or modify accounts

To create an account, visit <https://myuiemployer.coworkforce.com/>. Be sure to complete our survey and tell us what you think!

ONLINE JOB-SEPARATION INFORMATION REQUESTS

The State Information Data Exchange System (SIDES) is an online tool that allows you to respond to job separations efficiently, accurately, and securely. We have expanded the SIDES system to allow small businesses to begin using a similar service called SIDES E-Response. Participating small employers are able to electronically send and receive separation data instead of sending paper requests and responses.

Now, you can provide a quick and efficient resolution to separation issues online and attach additional documentation to job-separation responses.

With the online system, you will receive a date-stamped confirmation, avoiding the cost of unnecessary hearings. In addition, you will also be helping to reduce improper payments through a streamlined fact-finding process.

NOTE: Once you register for SIDES, you will no longer receive job-separation requests by mail.

To sign up visit www.coloradoui.gov/jobseparations.

ONLINE REQUEST TO EMPLOYER FOR EARNINGS DATA

We implemented an online tool designed to make providing a response to Form UIB-144, Request to Employer for Earnings Data, easier and more convenient for you. Accurate and timely information from you helps us reduce improper payments of benefits. Improper payment of benefits is a serious problem that can result in higher premiums for all employers. To start using this tool, go to <https://myuiemployer.coworkforce.com/> to register, and then click on the link **Request to Employer for Earnings Data**.

UNEMPLOYMENT INSURANCE PREMIUM REFORMS FOR 2014

The wages on which an employer is required to pay premiums, known as the chargeable wage base, will adjust to \$11,700 for the 2014 rate year.

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 secured a bond transaction totaling \$630 million in 2012.

Interest on bonds issued will be assessed annually to employers identified as subject to bond-interest repayment until bond repayment is complete. Bond interest assessments will be mailed in September of every year until the bond is paid off. This year, the bond-interest assessments were mailed on September 3, 2013, and were due by October 3, 2013.

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

NOTE: If you are assessed to pay a Bond-Interest, any money you pay will first be applied to the Bond-Interest, followed by any other debt. This may cause you to receive a delinquent statement on premiums.

BOND PRINCIPAL REPAYMENT

The principal amount due on bonds issued will be assessed annually beginning in 2013 until the bond repayment is complete. Employers subject to experience rating are subject to the bond-principal assessment. The bond-principal charge for each subject employer will be itemized on the 2014 rate notice, which is mailed in November. For 2014 the bond-principal charge is 22.19 percent of each subject employer's base premium rate.

Details on bond-principal repayment will be provided with your UI premium rate notice that will be mailed in November 2014.

NEW WORK SHARE LEGISLATION

The Colorado Work Share Program enacted in 2010 allows employees whose work hours have been reduced to collect prorated unemployment benefits as long as certain requirements are met by the employer and the employee. Effective July 1, 2013, Senate Bill 13-157 extends the Work Share Program and contains modifications to meet the new federal requirements for work share, which is also called short-time compensation.

Some of the highlights of the law are to:

- Extend the program indefinitely.
- Allow eligible employees to participate in certain job training programs.

- Increase the cap on the number of weeks that employees may be paid benefits from 18 to 26 weeks.
- Change the number of employees included in the plan from 10 percent of the work unit or business to 2 or more employees.

TWO NEW WORKPLACE LAWS IN EFFECT

The Colorado Employment Opportunity Act restricts the use of consumer credit information by employers in Colorado. The law applies to Colorado employers on and after July 1, 2013. For more information, visit www.colorado.gov/cdle/ea.

The Social Media and the Workplace Law provides that an employer may not access an employee's or applicant's personal social media accounts. The law applies to Colorado employers on or after May 11, 2013. For more information, visit www.colorado.gov/cdle/socialmedia.

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 [Employment Verification Law](#) 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 [Public Contracts for Services](#) on the [CDLE](#) Web site.

CONTACT INFORMATION

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