

Employer

# NEWSLETTER

Colorado Department of Labor and Employment



**COLORADO**  
Department of  
Labor and Employment

## Stay Connected with CDLE

You can stay up to date with all things labor and employment by liking the Colorado Department of Labor and Employment Facebook page or following us on Twitter @ColoradoLabor. Find information on unemployment rates, market statistics, new labor policies, employer resources, reminders about important upcoming deadlines, and more!



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## Information on Unemployment Numbers

We are often asked by employers exactly how unemployment numbers are calculated. The answer is there are a variety of unemployment measures based on questions asked in the Current Population Survey, which covers about 60,000 households nationwide. The unemployment measure most commonly reported in the news for national and state-level rates estimates the ratio to the total labor force of the number of people who do not have a job, who actively looked for work in the previous four weeks and are available to work. There are other, broader measures which include those who are underemployed or who have stopped looking out of discouragement over job prospects but would still like to work. You can find more information on Colorado's labor numbers by visiting [colmigateway.com](https://colmigateway.com).

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[colorado.gov/cdle/businesses-employers](https://colorado.gov/cdle/businesses-employers)

## Empower Your Community by Being A DVR Vendor

The Division of Vocational Rehabilitation (DVR) helps businesses both large and small recruit, hire, and train skilled workers with disabilities. DVR offers a number of valuable benefits for both the employee and the employer including providing on-the-job training, technical assistance about available tax credits, and conducting free disability awareness training.

DVR also relies on local vendors that provide services or products that will help DVR clients on their path to employment. Vendors may provide everything from uniforms and hardhats to medical services and assessments or specialized equipment and can make a big difference in the lives of people with disabilities.

DVR is particularly looking for qualified vendors in rural and mountain communities outside of the Front Range.

Additionally, DVR is looking for employers to partner in the provision of work experience sites for individuals who are learning how to be successful in a realistic work setting or working to build their resumes to reflect current work skills.

When local employers and vendors team up with DVR, we can strengthen and diversify the workforce and ensure that all Coloradans reach their employment potential. If you are interested in becoming a vendor please contact

**stacy.martens@state.co.us** or go to **colorado.gov/dvr**.



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Division of Vocational Rehabilitation

## Colorado Employment Law Update

The new 2017 Colorado minimum wage is \$9.30 per hour. For tipped employees, the minimum wage is \$6.28 (\$9.30 - \$3.02 which is determined by a formula in the Colorado Constitution). The rates are the result of the passage of Amendment 70 by Colorado voters in the November 2016 election.

Colorado also has two laws in effect since 2013 that affect hiring and retention practices. The Colorado Employment Opportunity Act restricts the use of consumer credit information by employers in Colorado. It prevents employers from requesting or using credit information (such as credit reports)

in employment decisions for certain employees and job applicants.

The Social Media and the Workplace Law prohibits an employer from accessing an

**2017 Colorado  
minimum wage is  
\$9.30 per hour.**

employee's or applicant's social media accounts. Additionally, an employer may not request an employee's or applicant's

personal social media account username or password, compel them to add the employer to his or her list of contacts, or increase or decrease their privacy settings.

For further information about the minimum wage, credit history law, and social media law, please visit the Colorado Division of Labor Standards and Statistics' website at **coloradolaborlaw.gov** or call **(303) 318-8441**.

## Help Reduce Improper Payments

Improper payments may lead to an increase in your unemployment rate. The number one cause of the improper payment rate for first quarter is misreporting hours and earnings. A person who is working reduced hours may receive unemployment insurance benefits, but must accurately report this information when filing.

You can help by reporting new hires and responding to earnings requests timely:

### Report New Hires

Report all hiring to the State Directory of New Hires by the due date. Timely reporting helps prevent payment of ineligible unemployment claims after an individual has returned to work  
Visit: <https://newhire.state.co.us>

### Respond to Earnings Requests

Respond promptly to any Request for Verification of Weekly Earnings that you receive. If you receive this form, we are conducting an audit of your employee's (or former employee's) claim for unemployment benefits to determine if they are properly reporting their earnings. A prompt response will help prevent improper payments.



## Tips for Making Successful Payments via MyUI Employer



- ACH transactions can only be made with checking accounts. Please do not provide a savings account number.
- The Authorized Remitter name entered must be listed as an authorized remitter on the account through your bank.
- Submit the payment at least three business days before the due date. This allows time for the payment to be processed to help ensure your payment is posted timely and you are not sent a bill.
- If you are having issues submitting payment, contact your bank to verify if there are any other issues (such as an incorrect or changed routing number, a debit blocker, etc.)

## Workers' Compensation Cost Containment Certification

The Premium Cost Containment Program is an effort from the Division of Workers' Compensation to partner with employers to protect Colorado's workforce. Through this program, employers will find ways to control work-related injuries while qualifying for a workers' compensation premium discount by having a certified Safety and Loss Control Program.

Currently, over 7,000 Colorado employers participate in the program. Employers certified in the Cost Containment Program saw a total of \$22,093,184 in the overall reduction of total claim costs in 2015. This is in addition to the five percent discount applied to the workers' compensation premiums.

### Steps to becoming certified:

The Premium Cost Containment Program is an equal opportunity program meaning that there are no requirements based upon the size of the business or how many years they have been in operation. Companies large and small are all subject to the same basic six steps:

1. Declaration of a Safety Policy
2. Designation of a Safety Committee or Coordinator
3. Safety/Loss Prevention Rules
4. Ongoing Safety/Loss Prevention Training
5. Designated Medical Providers
6. Written Claims Management Procedures

For further resources, visit [colorado.gov/cdle/safety-and-loss-control](http://colorado.gov/cdle/safety-and-loss-control) or contact the Division of Workers' Compensation at (303) 318-8700.



## Your Workforce Center Can Help Move Your Business Forward

Our workforce centers can help you make strategic, informed decisions to help move your business forward. Our specialists can provide valuable information about wages, demographics, commuter patterns, workforce trends, supply and demand and more. We also offer opportunities for you to connect with the community through our workshops and roundtables and streamline the hiring and recruitment process to help you snag your next great employee. Check out these testimonials from employers from every corner of the state below:

“

I enjoyed working with Employment Services of Weld County. The additional training received through the On-the-Job Training Service gives me confidence that I hired the right candidate. I will definitely work with ESWC again!”

Sue Supinski, Employer

“

The Southeast Workforce Center has assisted us in publicizing and recruiting to fill job vacancies. We have also participated in their training program with new staff for education, gas, and reimbursement of wages, which has greatly benefited our agency!”

Sarah Dillon, Executive Director,  
Tri-County Family Care Center

Discover what you've been missing and find your local workforce center at [yourworkforcecenter.com](http://yourworkforcecenter.com)

## Public Works Projects Requirement to Keep Jobs in Colorado

Whenever any public works project financed in whole or in part by funds of the state, counties, school districts, or municipalities of the state of Colorado are undertaken in this state, Colorado residents shall be employed to perform at least eighty percent of the work.

Learn more through the Division of Labor Standards and Statistics. For more information, please visit [coloradolaborlaw.gov](http://coloradolaborlaw.gov) or call the Division at 303-318-8441.