

Employer NEWSLETTER

Colorado Department of Labor and Employment



COLORADO
Department of
Labor and Employment

Welcome

Welcome to the Colorado Department of Labor and Employment's Employer Newsletter. In this edition you will find information on the new 2015 premium rates and minimum wage, reducing employer costs, a new outreach program and how to pledge to keep Colorado working!

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**These stories and more in this Issue
of the CDLE Employer Newsletter!**

colorado.gov/cdle/businesses-employers

Pledge to Keep Colorado Working



HIRE *for* COLORADO

Studies have shown that long-term unemployed job applicants are frequently overlooked and sometimes excluded from job opportunities. Colorado has a labor force of more than 2 million workers who are helping our state's economy grow and thrive. While our economy outpaces that of the nation, we still have workers impacted by the recession who are unable to find employment.

By hiring long-term unemployed workers you are helping to increase Colorado's talent pool, and finding qualified workers with a strong desire to prove themselves to you. You may also qualify for up to \$9000 in tax credits.

Sign our pledge at hireforcolorado.com and post your jobs with us to help put Colorado to work!

Division of Unemployment Insurance

The UI Division provides temporary and partial wage replacement to workers who have become unemployed through no fault of their own. The Division is funded by employer-paid premiums and provides benefits to those who meet the eligibility requirements of the Colorado Employment Security Act.

Contact us: www.coloradoui.gov | 303-318-9100 or 1-800-480-8299 | cdle_ui_employer_services@state.co.us

Ensure Proper Worker Classification

The Division of Unemployment Insurance received a federal grant for an outreach initiative to Colorado's employer community to help Colorado businesses comply with UI laws and regulations. Beginning February 2015, UI staff will begin outreach through education presentations to Colorado employers, employer representative groups and chambers of commerce.



Presentations will cover topics including:

- Correct wage reporting
- How premiums and benefits are calculated
- Accurate premium payments
- Using online tools to manage unemployment premium accounts
- Proper classification of workers as employees or independent contractors
- Understanding the unemployment insurance appeal process.

To **schedule** a presentation contact UI Audits at **303-318-9100, Option 4**



Help Us Save You Money by Reducing Improper Payments

Respond quickly to any Request to Employer for Earnings Data by visiting coloradoui.gov/myUIEmployer and then clicking on the link for Request to Employer for Earnings Data. A prompt response will help prevent improper payment of UI benefits and reduce employer costs.



Premium Rates

Premium rates for employers are determined based on a number of factors including the amount of money already paid and unemployment benefit payments made to former employees. As you're filing your January 2015 premium report, please ensure you are using the correct rate. The new wage base for 2015 is 11,800.



FTP

If you use our FTP service to upload your wage reports, we have a new tool for you! We now have an Excel template to help you create your ICESA text files for upload. Go to colorado.gov/cdle/ftp to get started.



Changes in Your Business

If you are no longer paying wages or your business has closed, please update us. Fill out the Employer Change Request Form (UITL-2) under Forms & Publications at coloradoui.gov/employer. You can also log in to MyUI Employer to request your account be inactivated.

Division of Employment & Training

The Division of Employment & Training administers services that provide employment and training to support the state's workforce, including overseeing a network of more than 30 workforce centers across Colorado. Employer services through the state's workforce centers include hiring and recruiting assistance and customized training solutions. Contact us: www.colorado.gov/cdle/wfc

Governor's Summer Job Hunt

Remember your first summer job? Someone took a chance on you to help you get your start. Now you can pay that kindness forward by offering a part-time or temporary job to a young person by participating in the Governor's Summer Job Hunt program.

A summer job builds more than a bank account. It builds self-esteem and skills that will carry young people well into their adult lives. It takes businesses like yours to make the Governor's Summer Job Hunt work. Contact your local workforce center and ask about hiring youth today: colorado.gov/cdle/wfc.



Division of Labor

The Division of Labor administers laws and regulations governing wages, minimum wage, working conditions, youth employment, and certain union issues and grievances.

Contact us: 303-318-8441 | www.coloradolaborlaw.gov | cdle_labor_standards@state.co.us



2015 State Minimum Wage: \$8.23 per Hour

In accordance with the inflation adjustment required by the Colorado Constitution, a new state minimum wage of \$8.23 (\$5.21 for tipped employees) became effective January 1, 2015.

Visit colorado.gov/cdle/minimumwage.



Wage Protection Act of 2014

Effective January 1, 2015, wage complaints are subject to new procedures and processes at the Division.

Visit colorado.gov/cdle/wagelaw.



The Colorado Employment Opportunity Act

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.

Visit colorado.gov/cdle/eoa.



Social Media and the Workplace Law

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. Visit colorado.gov/cdle/socialmedia.

Mandatory Affirmation Form for New Hires

The employment verification law applies to all public and private employers in Colorado, and is in addition to separate federal Form I-9 requirements. There are **two main requirements**, both of which must occur within **20 days of hire**:

1

A requirement to fill out and retain a division-specific mandatory affirmation form. You must keep a written or electronic copy of the affirmation for the term of employment of each employee.

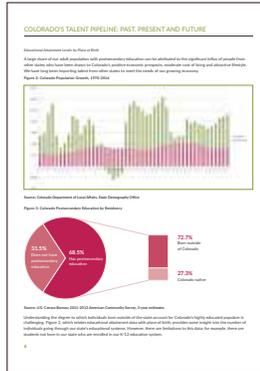
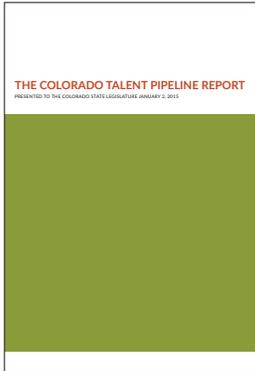
2

A requirement to make and retain copies of employee identity and employment authorization documentation (copies of the employee's identity and employment authorization documents that were presented for completion of the Form I-9).

Colorado Workforce Development Council

The Workforce Development Council was established to create and sustain a business-led Colorado talent system that appropriately integrates the work of economic development, education, training and workforce development to meet the needs of businesses, students and job-seekers. Contact us: www.colorado.gov/cwdc | cwdc@state.co.us | 303-318-8099

Talent Pipeline



Sixty percent of American employers report that candidates applying for jobs lack the necessary skills to fill available positions. To address this workforce shortfall, the Colorado Workforce Development Council, in collaboration with the Department of Labor and Employment and several state agencies, brought together key players -- industry leaders, workforce and economic development professionals and representatives from education -- to focus on the skill gaps and

talent needs of specific industries. Together, these diverse partners are developing strategies to ensure the creation of industry-driven "talent pipelines."

Their findings and recommendations have now been compiled into the first Talent Pipeline Report available at colorado.gov/cwdc/colorado-talent-pipeline-report. If your business would be interested in participating in growing Colorado's Talent Pipeline, please email cwdc@state.co.us.

Division of Oil and Public Safety

The Division of Oil and Public Safety has eight programs which administer laws and regulations aimed at ensuring public health, safety and consumer protection. Contact us: www.colorado.gov/ops | 303-318-8500

CDLE's Division of Oil and Public Safety

Protecting the Public

The Colorado State Fair, a celebration of Colorado's farming and ranching heritage, is held in Pueblo every year from the end of August through Labor Day, and it includes concerts, a rodeo and a carnival with amusement rides. The Division of Oil and Public Safety's Amusement Rides and Devices Program plays a critical role in ensuring the safe operation of the rides at the State Fair.

David Knight, the Amusement Rides and Devices field auditor and a 35-year veteran of the amusement ride industry, spends an entire week at the State Fair while the rides are being set up in order to thoroughly inspect each regulated ride and provide guidance to the operators so that everything runs as smoothly as possible.

