

Employer NEWSLETTER

Colorado Department of Labor and Employment



COLORADO
Department of
Labor and Employment

Welcome to the Colorado Department of Labor and Employment's Employer Newsletter. In this issue you will find tips on properly classifying workers and lowering your workers' compensation premiums, worker training and hiring services from our workforce centers and more.

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Save Money, Save Time - File Online



More than 55,000 Colorado employers are managing their unemployment insurance premium accounts with easy 24x7 online access using MyUI Employer. Online services include: account status and rate information, an online payment option, and the ability to file quarterly wage and premium reports or appeals; these are available to you and your company's designee, such as payroll and accounting staff. Best of all, **you** control the access. Feedback from our users has been essential for the improvements including updates to quarterly wage reports, email notification for completed reports, and a single Report History screen to review or print all of your reports filed through MyUI Employer.

Get started by creating an account today at coloradoui.gov/MyUIEmployer.



You Can Help Reduce Employer Costs

1. Report all hiring to the State Directory of New Hires by the due date. Timely reporting helps prevent payment of ineligible UI claims after an individual has returned to work.
2. Respond promptly to any Request for Verification of Weekly Earnings that you receive. A prompt response will help prevent improper payment of UI benefits.
3. Provide complete and accurate employee separation information. Costly appeals and overpayments are easily avoided by providing separation information to help determine claimants' eligibility for benefits.

Read More Online
colorado.gov/cdle/help-stop-higher-premium-rates



Premium Rates

Premium rates for employers are 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.



Past Due Premiums Reminder

All **past due** Unemployment Insurance Premiums from previous quarters are due before June 30, 2015, to avoid any additional delinquent premium penalties assessed to your account. If you are experiencing a hardship, please contact our office to set up a monthly installment plan agreement.

For more information go to coloradoui.gov or call employer services at 303-318-9100 or 1-800-480-8299.

Better Data, Better Business Decisions

To remain competitive, employers like you need accurate workforce information. Occupational employment and wage information is used by employers to hire and train workers and to set comparable wages. Educators and government agencies use this information to design education and training programs to provide you with the skilled workers you need.

The Office of Labor Market Information (LMI) within the Colorado Department of Labor and Employment, in cooperation with the U.S. Bureau of Labor Statistics (BLS), needs your help to develop these data for Colorado. Every six months we survey Colorado employers on their workforce job titles and corresponding wages. By Federal law, the information you provide is used for statistical purposes only and any information that may identify an individual or company is held in strict confidence.

Your participation is critical, since businesses like yours are our only source of information. When we contact you, please consider participating. It's quick and easy and your responses may be returned to us by mail, email or online, whichever is most convenient. For questions or more information go to colmigateway.com.



Hiring Events Customized for You

In today's job market, the competition for top performers is intense and recruiting resources are often stretched to the limit. The good news is that your local Workforce Center offers solutions for getting those hard-to-fill positions staffed quickly and cost-efficiently.

Customized Job Fairs: If you have several job vacancies to fill, consider a customized hiring event that is tailored to your specific needs. Experienced and professional staff are available to organize and promote a unique recruitment effort for your company, one that can be hosted on-site at your business or at a Workforce Center near you.

Virtual Job Fairs: Increasingly, young job seekers prefer attending a virtual job fair – and this “re-imagined” job fair may be more to your liking as well, especially if you wish to cast the recruitment net over a wider geographic area.

In-Person Job Fairs: And, of course, larger recruitment events such as “old school” in-person job fairs are offered by Workforce Centers at no charge to participants. Job fairs aren't just for entry-level workers; they can also be useful in meeting face-to-face with professionals.

These and other solutions are readily available. Find your nearest Workforce Center online colorado.gov/cdle/wfc.

Technical Skills Grant

Colorado is in the last year of a 4-year, \$5,000,000 H-1B Technical Skills Training grant from the U.S. Department of Labor to provide **education, training and job placement assistance** to highly-skilled long-term unemployed/underemployed workers, and in some cases to incumbent workers.

These services are for occupations and industries for which employers are using H-1B visas to hire foreign workers. In April 2015, the Colorado Department of Labor and Employment extended the service period of the grant and added two new industries. In addition to Advanced Manufacturing, Information Technology, and Science, Technology, Engineering and Math, with a focus on Aerospace, we can now serve industries of Healthcare and Social Assistance and Waste Management and Remediation. Grant funding is available for qualified individuals through **September 30, 2015**.

For more information on the H-1B grant program and contact information for the eight participating workforce regions go to colorado.gov/cdle/h1b.

H1B

Safe Workplaces = Safe Employees + Low Premiums

The Colorado Department of Labor and Employment's Division of Workers' Compensation partners with employers to protect and promote the integrity, vitality, and safety of Colorado's workforce environment through the Premium Cost Containment Program. This program helps employers find ways to control workforce injuries and insurance-related costs. An employer can become certified by applying to the Premium Cost Containment Board and documenting that there has been a qualified risk management program in force for at least one full year. Certified employers are eligible for up to a **10% reduction** in workers' compensation insurance premiums.

Minimum Requirements

- Safety Policy Declaration
- Safety Coordinator/Committee
- Safety Rules
- Safety Training
- Designated Medical Provider List
- Written Claims Management Procedures

Recommendations

- Thorough documentation and record keeping
- Document essential dates
- Safety Rules must reflect the hazards faced by employees
- Get employee sign-offs
- Make this program your own

For more information, visit the Employer Safety & Loss Control page online colorado.gov/cdle/safety-and-loss-control or contact Premium Cost Containment at **303-318-8644**.

Injured Workers Now Have More Choices for Medical Providers

Effective April 1, 2015, the number of designated medical provider options for injured workers increased from two to four. An injured worker may now initially select a physician or corporate medical provider from a list of four medical providers that are willing to treat within 30 miles of the employer's location.

The designated provider list must be provided to an injured worker in a demonstrable manner within seven business days following the date that the employer was notified of the injury, and must include contact information such as address, phone number, and claims contact information.

This update applies to all employers, with few exceptions. If you have questions or would like more information, please contact the Division of Workers' Compensation's Physicians' Accreditation unit at **303-318-8763**.

Available Providers within 30 Miles:	Required # of Designated Providers to Be Listed
3 or less	1
At least 4 but less than 9	2
9 or more	3