

Employer NEWSLETTER

Colorado Department of Labor and Employment



COLORADO
Department of
Labor and Employment

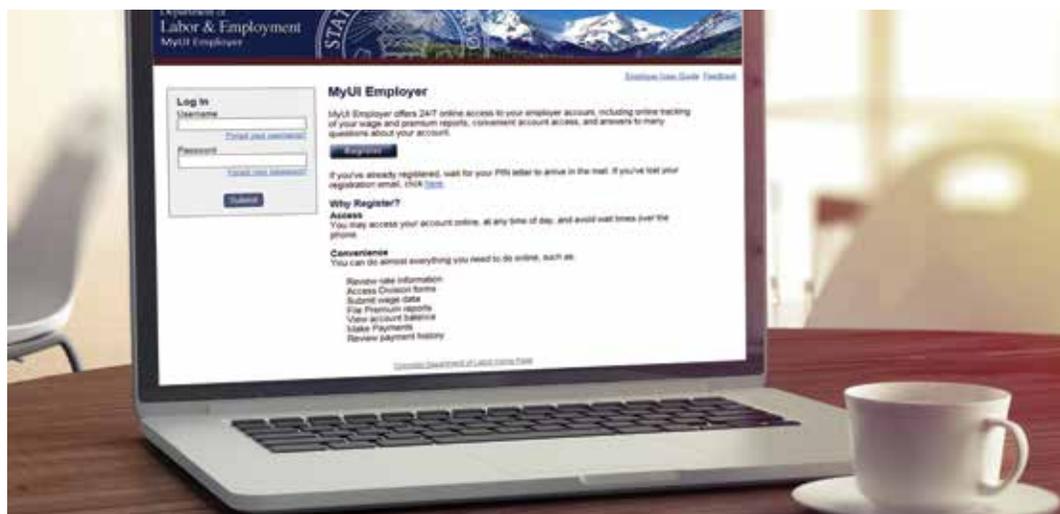
Welcome to the Colorado Department of Labor and Employment's Employer Newsletter. In this issue you will find tips on your unemployment premium account, past due premiums reminder, compliance seminars in 2016, Colorado Veterans Utility Career Symposium, improper payments, and Colorado's 2016 tipped minimum wage.

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colorado.gov/cdle/businesses-employers

Manage Your Unemployment Premium Account

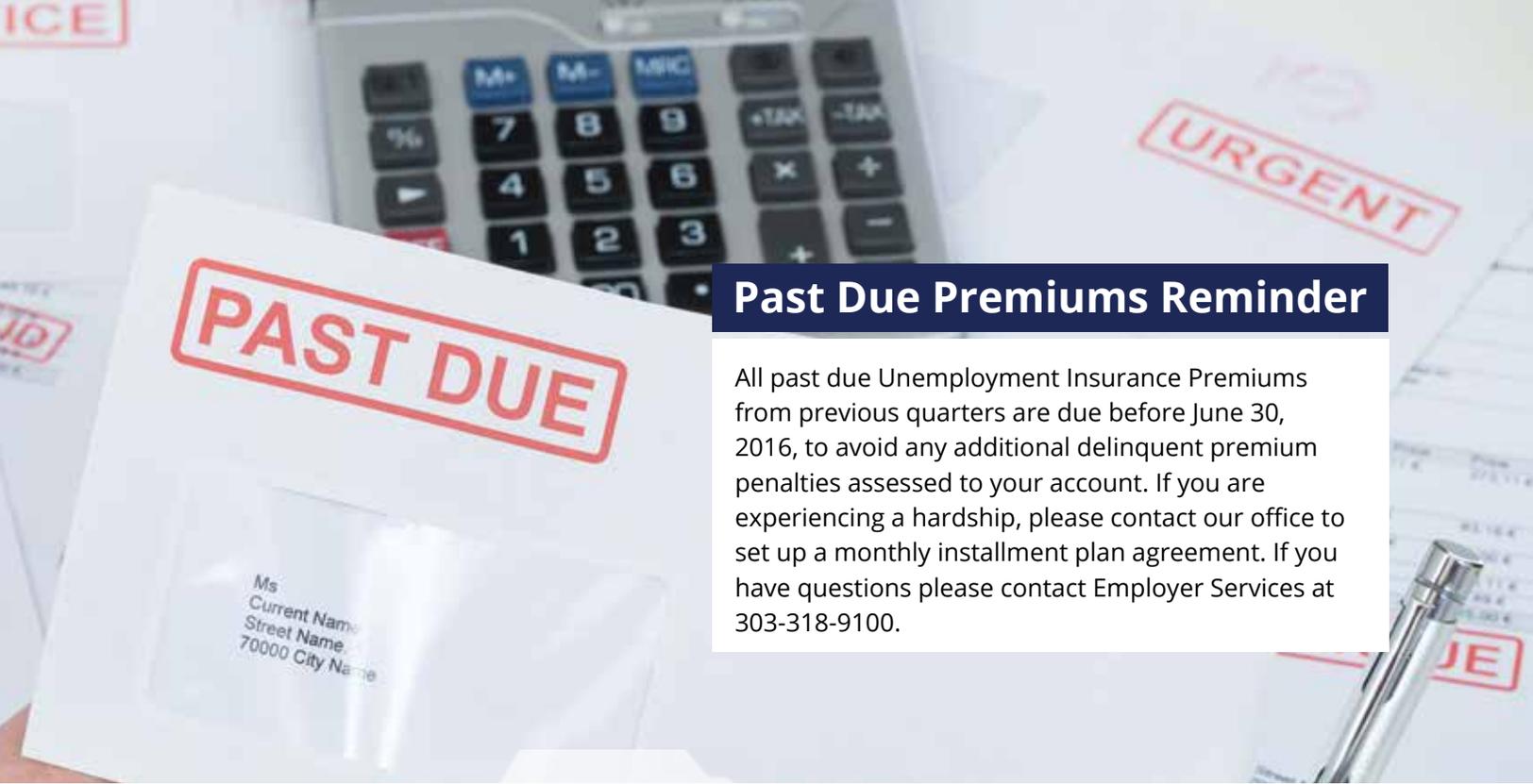


MyUI Employer offers 24/7 online access to your employer account, including online tracking of your wage and premium reports, convenient account access, and answers to many questions about your account.

You can do almost everything you need to do online, such as:

- Review rate information
- Access division forms
- Submit wage data
- File premium reports
- View account balance
- Make payments
- Review payment history

Register for MyUI Employer online coloradoui.gov/myUIEmployer.



Past Due Premiums Reminder

All past due Unemployment Insurance Premiums from previous quarters are due before June 30, 2016, 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. If you have questions please contact Employer Services at 303-318-9100.

KEYS TO COMPLIANCE

HELPING YOU SUCCEED

Register Now for Compliance Seminars in 2016

Do you own or operate amusement rides, commercial boilers, conveyances (elevators, escalators, etc.), high explosives or petroleum storage tanks? If so, the Colorado Division of Oil and Public Safety (OPS) invites you to join us this summer for OPS Outreach 2016. Learn about regulation updates and receive tips for remaining in compliance, and also hear from your peers about their strategies for complying with OPS requirements.

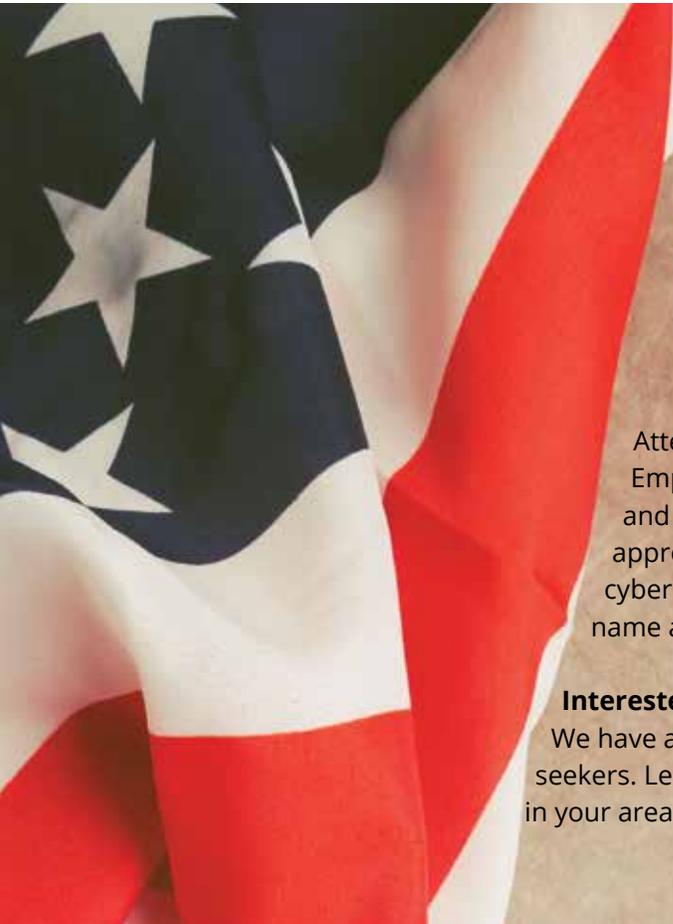
- Aurora: June 7 & 9
- Fort Collins: June 16
- Colorado Springs: July 21
- Durango: August 2
- Grand Junction: August 10

Interested in Sponsoring the Event?

If your company provides any of the above services, we also welcome you to attend as a sponsor and have a booth in the exhibitor area on a first-come, first-served basis.

Attendance is free. Lunch and morning and afternoon refreshment breaks will be provided. Visit keystocompliance.com for more information.





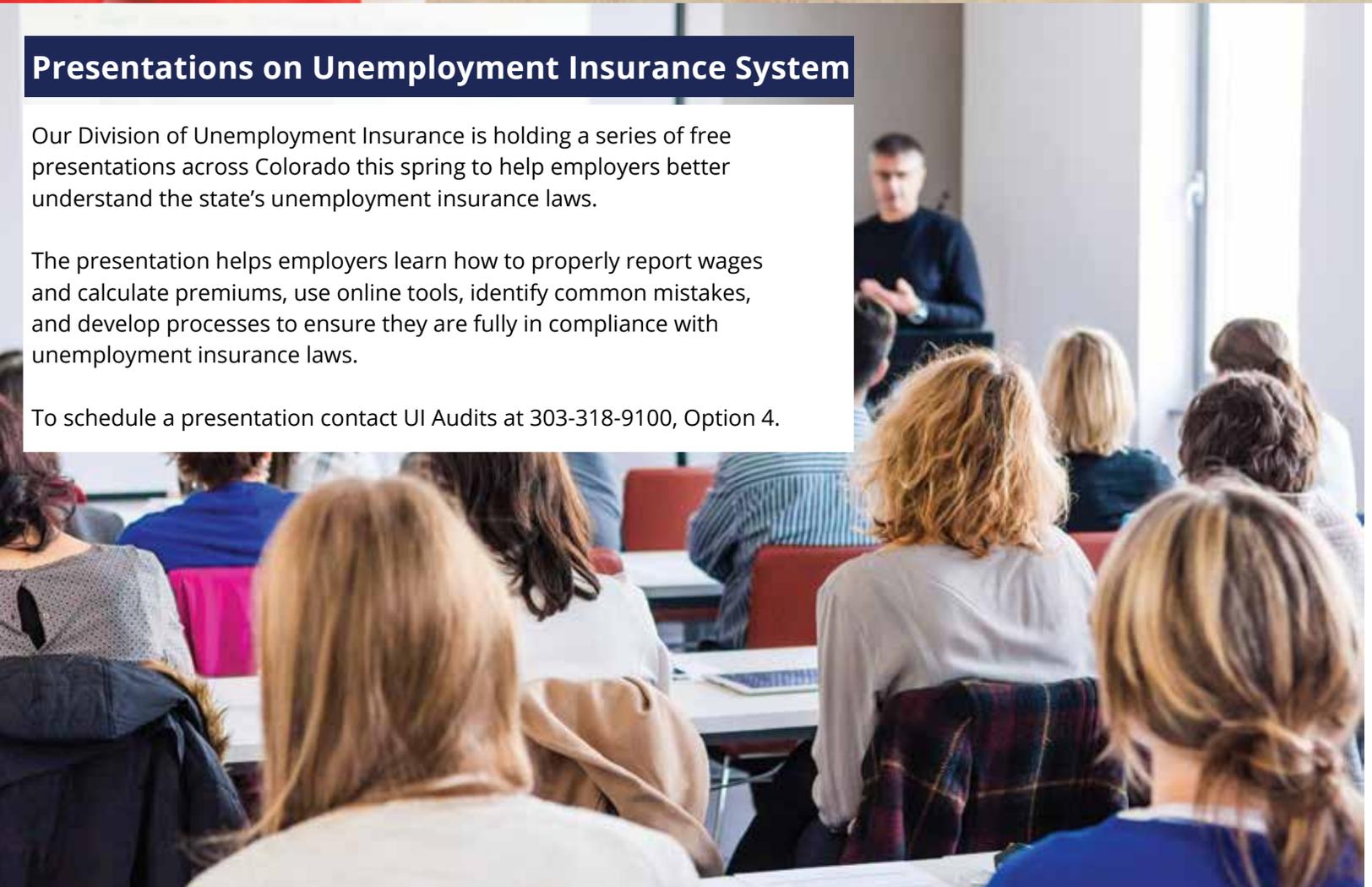
Colorado Veterans Utility Career Symposium

In collaboration with the Colorado Energy Workforce Consortium and Arapahoe Douglas Works! Workforce Center, the State Veterans program hosted the first “Colorado Veterans Utility Career Symposium” on March 23, 2016.

Attending employers were able to meet 1:1 with Regional Veterans Employment Specialists from the Colorado Department of Labor and Employment to review currently available opportunities and apprenticeships across the state, including journeyman lineman, IT and cyber security specialists, plant system operators, and utility workers, to name a few.

Interested in working with our Veterans Employment Specialists?

We have access to a database with thousands of active and qualified job seekers. Learn more about our veterans programs and find a representative in your area by visiting www.colorado.gov/cdle/veterans.



Presentations on Unemployment Insurance System

Our Division of Unemployment Insurance is holding a series of free presentations across Colorado this spring to help employers better understand the state’s unemployment insurance laws.

The presentation helps employers learn how to properly report wages and calculate premiums, use online tools, identify common mistakes, and develop processes to ensure they are fully in compliance with unemployment insurance laws.

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

Improper Payments: Avoid Paying too Much

Improper payment of unemployment insurance benefits means that a claim for benefits was paid in error. An improper payment of benefits results when a former employee or employer provides inaccurate information, or when information such as the current employment status of a former employee is not received by our office in a timely manner.

Costly appeals and overpayments are easily avoided by providing separation information to help determine previous employee eligibility for benefits. Avoid paying too much and help us by providing complete and accurate employee separation information, including:

- The reason the employee is no longer working for your company
- Job attached status information
- Any pay information for vacation, severance, 401k pay, etc made because of separation (including the date the payment was made and the gross amount paid).



Tips About Tips: Colorado's 2016 Tipped Minimum Wage

\$5.29/hr

Colorado's tipped minimum wage is **\$5.29/hr**, whereas the State minimum wage is **\$8.31/hr** for non-tipped employees.

A hand holding a silver tray.

If an employee's tips combined with the employer's cash wage of at least \$5.29 per hour do not equal the minimum hourly wage of \$8.31 per hour, the employer must make up the difference in cash wages. It is the policy of the Colorado Division of Labor Standards and Statistics that this rule applies on a weekly basis. The employee's tips, combined with the employer's \$5.29 cash wage, must equal the minimum hourly wage when computed over a seven-day workweek for the employer to avoid making up any difference.

Tip-Pooling and Tip Sharing

Generally, any tips received by an employee are the property of that employee. Employers may require employees to share or allocate tips and gratuities on a pre-established basis with other employees (restricted to employees who customarily and regularly receive tips). It is important to note that tip credits are nullified if an employer:

- Deducts credit card processing fees from tipped employees
- Requires employees to share their tips with employees who do not regularly receive tips (such as management or food preparers).

Compensation Questions?

Contact the Division of Labor Standards and Statistics at (303) 318-8441 to speak to a Compliance Investigator, or visit www.coloradolaborlaw.gov for more information.