

UNEMPLOYMENT INSURANCE AUDITS ADMINISTRATIVE CHANGES AND NEW GUIDELINES 2015



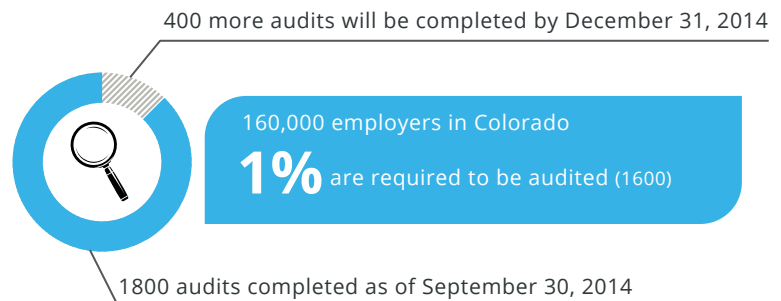
COLORADO
Department of
Labor and Employment

STRUCTURE



32 Auditors (includes 4 Lead Workers, 2 Audit Managers)

PROCESS



Audits are based on a one year period. (effective April 2014)

- Multi-year audits are still conducted on a case-by-case basis when necessary.



In-depth staff training sessions (August 2014)

- Training provided by subject matter experts from the Attorney General's Office, Unemployment Insurance Appeals and the Industrial Claim Appeals Office.
- Training included Colorado Case Law, handling difficult issues that arise during the audit, educating companies about the audit process, subpoenas and appeal hearings.



Beginning in March 2015

9 auditors will conduct audits of three specialized industries within the state:

1. Trucking
2. Construction
3. Home Health Care

These auditors received additional training that focused on the distinctive nature of the industries; for example, applicable Federal legislation, Colorado Case Law and unique challenges faced by employers in these industries.

OUTREACH AND EDUCATION



CDLE's Division of Unemployment Insurance received a federal grant from USDOL for an outreach initiative to Colorado's employer community to help businesses comply with UI laws and regulations. CDLE staff are now conducting outreach through education presentations to employers, employer representative groups and chambers of commerce statewide.

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 and understanding the unemployment insurance appeal process.

More information contact: UI Audits at 303-318-9100, Ext. 4