



COLORADO
Department of
Labor and Employment

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EMPLOYER NEWSLETTER

Colorado Department of Labor and Employment

IN THIS ISSUE

- **Boot Camp Gives Teens A Chance to Explore the Construction Trades**
- **Unemployment Insurance Tips and Tricks**
- **Hire for Colorado**
- **Division of Workers Compensation Honors Seven Colorado Companies For Outstanding Workplace Safety Records**
- **First Paycheck Mistakes**
- **Nearly \$500,000 Provided for 90 On-The-Job Training Internships**
- **Division of Oil and Public Safety Offers Advice to Owners of Diesel Fuel Underground Storage Tanks**

colorado.gov/cdle/businesses-employers

Welcome to the Colorado Department of Labor and Employment's Employer Newsletter. In this issue, you will find tips on managing your unemployment insurance premium account and news about services we make available to you. The Department of Labor and Employment can assist you or your HR office on a number of issues – including Colorado labor laws, workers' compensation, economic conditions, job trends of the future and more. And some of our services are a bit unexpected. For instance, this is the agency that regulates underground storage tanks. If you're a tank owner, this issue contains some good information for you.

Boot Camp Gives Teens A Chance to Explore the Construction Trades

Construction provides solid, well-paying jobs to more than **160,000** Coloradans.

However, Colorado's phenomenal growth in recent years has created a skilled worker shortage in the industry. The construction trades need 8,500 new craft professionals each year to replace an aging and retiring workforce over the next decade.

The key to meeting that growing demand in construction is to ensure we have a workforce in place that is prepared to meet employer expectations. The strength of our economy is inextricably linked to the skills of that workforce.

Industry leadership understands the need and is partnering with Arapahoe/Douglas Works this summer to create a construction "boot camp" where teens who have expressed an interest and aptitude in the profession can get an up-close first-hand look at the industry and the skills needed to reach that first rung of the career ladder in the construction trades.

During the four-week camp, trainers with the Colorado Construction Institute provide young people with what they need to get started. Arapahoe/Douglas Works has facilitated several boot camps in recent years, exposing young people to careers in a variety of industries.

HIRE FOR COLORADO

INVEST IN AN INNOVATIVE AND DIVERSE WORKFORCE

Innovation is key to your success. Employees with disabilities bring unique experiences and understanding that can transform a workplace and enhance products and services. As part of your team, employees with disabilities help build your business and can lead your company into the future by:

- Creating more efficient and effective business processes
- Developing and implementing management strategies to attract and retain qualified talent
- Using technology in new ways to increase productivity
- Stimulating new product and service development through disability-inclusive diverse teams
- Customizing products and services to increase profitability
- Fostering the development of next-generation products and services



Start investing in innovation today: HireforColorado.com

Unemployment Insurance Tips and Tricks



FILE AND PAY

File and pay your quarterly reports and manage your account online via MyUI Employer:

coloradoui.gov/myUIEmployer



NO WAGES TO REPORT?

No longer have wages to report? Check the box on line 6 of your next Premium Report to conveniently inactivate your account.



TRACK EMPLOYEES

Keep track of your employees' individual excess amounts throughout the whole year using our premiums excess wage calculator. Available at:

colorado.gov/cdle/premiums-calculator



BEHIND ON UNEMPLOYMENT PREMIUM PAYMENTS?

We offer installment plans! Need your pin number to finish your online registration? We can give it over the phone! No longer want to receive paper Quarterly Reports? Let us know! Call **303-318-9100**, Option 2, for all your Premium needs.



UPDATE INFORMATION

Make sure to keep us updated with your current address. Submit your new address online via MyUIEmployer

coloradoui.gov/myUIEmployer

or via a paper Employer Change Request

colorado.gov/cdle/forms-publications.

Division of Workers Compensation Honors Seven Colorado Companies For Outstanding Workplace Safety Records

In July, as part of the Division of Workers Compensation's silver anniversary, seven Colorado companies were honored for their exemplary track-record in workplace safety. Recipients included:

Roselawn Funeral Home, Crematory and Cemetery - Pueblo
Hyder Construction Company - Denver
D.G. Coleman, Inc. - Commerce City
Bauen Corporation - Denver
Swingle Lawn, Tree and Landscape Care - Denver
Nelson Pipeline Constructors - Fort Lupton
Cheyenne Mountain School District 12 - Colorado Springs

Each of the award recipients are certified by the Division of Workers Compensation's Premium Cost Containment Program that guides employers in establishing safety practices to reduce work-related injuries. When companies improve workplace safety, they also reduce their premium costs by 5 to 10%.

The Premium Cost Containment Program has reduced insurance premiums by almost \$290 Million. Currently, more than 6,000 employers have been certified in the Premium Cost Containment Program, affecting 368,177 workers. Companies interested in learning more about the Premium Cost Containment Program should call **303-318-8644**.



First Paycheck Mistakes

When making a new hire, it's sometimes difficult to retrieve the new employee's social security number or their completed relevant tax forms before they start working. If there is a delay in getting this information to us, you still must pay the employee his or her earned wages in accordance with Colorado wage laws and regulations.

It is not permissible for an employer to delay or withhold payment of earned wages and compensation solely because an employee is unwilling or unable to provide a social security number or a completed tax form. For tax and recordkeeping purposes, if an employee does not submit a proper W-4 form, the employer may treat him or her as a single person claiming no withholding allowances.

If you have questions about employee identification and social security numbers for tax purposes, please contact the Internal Revenue Service **1-800-829-1040** or the Colorado Department of Revenue **303-238-7378**.

If you have questions on Colorado wage laws and regulations, feel free to contact the Division of Labor Standards and Statistics at **303-318-8441** to speak to a Compliance Investigator.



NEARLY \$500,000

On-The-Job Training Dollars Provided for 90 Internships

The Innovative Internship Program, jointly administered by the Colorado Workforce Development Council and the Department of Labor and Employment's Workforce Development Program, wrapped up its first year on June 30th, providing \$450,000 in partial funding to participating businesses. The grants provided funding for 90 innovative internships where students developed their professional networks and applied academic knowledge in a work setting.

The Innovative Industries Internship Program partially funded participating businesses that provided paid internships in eight industries critical to Colorado's economic future including: Advanced Manufacturing, Aerospace, Bioscience, Construction, Electronics, Engineering and Energy and Natural Resources, and Information Technology.

The next application cycle will open January 1, 2017 - February 15, 2017. Applications will be reviewed and award notifications sent in March of 2017. To receive program updates, notifications about the application process, and/or information about application deadlines visit: colorado.gov/cdle/innovativeindustries

Division of Oil and Public Safety Offers Advice to Owners of Diesel Fuel Underground Storage Tanks

- In a report released in July, the Environmental Protection Agency (EPA) said that it has found "moderate to severe corrosion" in more than 80 percent of the underground storage tanks it has checked, "but less than 25 percent of owners were aware of corrosion prior to the internal inspection," the federal agency said in a statement.

Colorado's Division of Oil and Public Safety can provide tips and advice on a variety of issues related to the installation and maintenance of tanks, including corrosion prevention techniques, personnel training requirements and more.

If left unchecked, corrosion can lead to storage tank system failures and releases. Early action can help protect tank owners from higher repair costs and groundwater contamination from a release. If you have questions about actions you can take to minimize corrosion and associated risks, a representative from the Division of Oil and Public Safety would be happy to talk with you.

Contact the Division at cdle_oil_inspection@state.co.us or call **303-318-8547**.

