The Quarterly Connection

YOUR LINK TO THE MOST CURRENT INFORMATION REGARDING UNEMPLOYMENT INSURANCE, WORKERS’ COMPENSATION, and LABOR MARKET INFORMATION

Note: Throughout this newsletter, “UI” refers to “Unemployment Insurance” and “WC” refers to “Workers’ Compensation.”

4th Annual Department of Employment Safety Awards Conference

The Wyoming Department of Employment is sponsoring its 4th Annual Department of Employment Safety Awards Conference, “Embrace Safety for Life,” at the Best Western Ramkota Hotel in Casper on April 23, 2009. All businesses in Wyoming are welcome to attend this one-day conference.

There will be no charge for any of the day’s activities; however, pre-registration (see our website) will be required for all those wishing to attend the awards luncheon. The last day to register is April 9. Through the generosity of several Wyoming businesses, lunch will be provided.

Twelve Wyoming businesses will be honored for their safety and health programs during an awards luncheon. Any Wyoming business and government entity may submit for an award and are encouraged to do so. Award categories include general business, construction, oil & gas, mining, and mining contractors. Eligibility rules and selection criteria for the awards are found on the Workers’ Safety website: doe.state.wy.us/osha. Deadline for submissions is March 13.

The main speaker in the morning is Billy Robbins from Broken Arrow, Oklahoma with an outstanding presentation on “Hooked On Safety?” There will also be breakout training seminars after the awards luncheon on a variety of safety and workers’ compensation topics.

Please see the Wyoming Workers’ Safety website doe.state.wy.us/osha for registering and additional information.

A Reminder to Prime Contractors

Prime or general contractors can be held liable for unpaid UI and WC taxes of a subcontractor. Statutes require a prime or general contractor to secure certification when a contract is awarded or before permitting a subcontractor to work stating that the subcontractor is in good standing for both UI and WC.

It’s recommended that you request a certificate of good standing from every subcontractor on every job. Certificates of Good Standing can be requested for both UI and WC on the Internet at http://doe.state.wy.us, click on the link in the box titled “Unemployment Tax.”

Benefits publication benefits employers

The Wyoming Benefits Survey 2008 is now online at http://doe.state.wy.us/LMI/benefits_2008/cover.htm. This document represents a survey of more than 700 employers in the state and compares the percentages of benefits offered and the level of employer participation by employer size, industry, benefit type, full- or part-time status, and more. Wyoming employers can use this information as a business planning tool as they seek to recruit and retain workers. For more information, or just for help in tracking down the labor market information you need, call us at (307) 473-3807 or e-mail us at doeerd_r&p_web@state.wy.us.

The UI Taxable Wage Base for 2009 is $21,500.00

Governor’s Summit on Workforce Solutions

The fifth annual Governor’s Summit on Workforce Solutions will be held May 27-29, 2009 in Jackson, WY at the Snow King Lodge. The Summit is an opportunity for employers and employees to explore and proactively address issues confronting them. “The 2009 Governor’s Summit on Workforce Solutions will prove to be the most relevant workforce solutions oriented conference that any business or employer could attend this year,” said Jeremiah Rieman, Policy Analyst for the Department of Workforce Services. Don Tapscott, a thought leader on the value and impact of information technology in today’s business, will be the keynote speaker.

The Summit is hosted by the Department of Workforce Services in partnership with the Wyoming Workforce Development Council. For more information or to register, please visit the Workforce Development Council’s website: www.wyowdc.org.
UI Liability for Non-Profit Organizations

A non-profit organization with Internal Revenue Service approved status as a Section 501 (C)(3) company is exempt from UI coverage ONLY if it has fewer than four employees for most of a calendar year. Once a non-profit organization has four or more employees for part of one day for twenty weeks it becomes liable for UI coverage for the entire calendar year. Please call the Unemployment Tax Division at 307-235-3217 if you work with a non-profit organization and are unsure of that company’s liability.

The exemption for non-profit organizations with fewer than four employees applies only to those non-profits with approved 501(C)(3) standing.

Wyoming Internet Reporting for Employers

Have you used WIRE yet? If not, the first quarter of the year is a great time to start. WIRE computes excess wages for you; using WIRE to submit all your quarterly reports eliminates the need to compute those pesky excess wages.

Late Reports

The Division does track late filed reports. To avoid interest and penalties, be sure to file your report by the due date. Postmark dates are used to determine timeliness on mailed reports and payments.

Approved Quarterly Report Options

The following options are available for quarterly reporting:

- Electronically on WIRE.
- Paper forms. Only the paper forms with green drop-out ink, provided by the Division, are accepted. Substitute forms of any type will be returned to the employer as unfiled.
- Diskette – contact the Division for details: 307-235-3218

UI Claims May Impact Your UI Tax Rate

When a person files a UI claim, the Department looks at the employers who reported wages for that individual in the most recent five full calendar quarters. If you are one of those employers, you may receive notice that your UI account could be chargeable for some or all of the benefits paid on the claim. If your UI account is charged for benefits paid, the charges will be used in your future UI rate calculations. These charges are used in your experience rate calculation and can be as high as 8.5%. UI benefit charges will affect your UI tax rate for three years.

Employers can take steps to protect their rate. If you receive a notice of chargeability, take the time to review the document. If the former employee voluntarily left your employment or was fired for good cause, be sure you provide that information in a timely written response. UI claims notices have short response times and you must respond within the designated time period. The individual may still be eligible for UI benefits, but you may be able to avoid being charged.

To obtain blank “Employee Wage Listings” forms, contact us at:

fax 307-235-3278
or call 307-235-3217
or http://doe.state.wy.us/utd