New Laws Could Impact Your Business

The sixty-third Wyoming State Legislature convened on January 13, 2015. The below new laws passed by Wyoming legislators affect the operations of the Department of Workforce Services and could have impacts on your business. Below, please find brief summaries of the new laws that were monitored by the department during the 2015 Legislative Session.

**Legislation: HB0033/HEA0014 Workers’ compensation premiums-experience modification.**
Summary: Beginning with the 2017 workers’ compensation rate year, this law will increase the limits of employers’ experience modification rate from + or – 65% to + or – 85% of the base rate.
Rules Process: Yes
For more information: call (307) 777-5476 or email DWS-AskMeWC@wyo.gov.

**Legislation: HB0127/HEA0086 Termination of employment-wages.**
Summary: Provides that the payment of wages due an employee who resigns or is discharged shall be paid no later than the employer’s usual practice on regularly scheduled payroll dates.
Date Effective: Current law
Rules Process: No
For more information: call (307) 777-7261

**Legislation: HB0138/HEA0069 Workers’ compensation for special education teachers.**
Summary: Includes coverage for special education teachers in the extrahazardous occupations category of worker’s compensation.
Date Effective: July 1, 2015
Rules Process: No
For more information: call (307) 777-5476 or email DWS-AskMeWC@wyo.gov.

**Legislation: HB0122/HEA0019 Workers’ compensation permanent disability.**
Summary: This law clarifies that the permanent total disability award be reduced for prior partial awards. As a result, this change will reduce the number of months for which the monthly amount is paid, rather than by reducing the amount of the monthly payment.
Date Effective: July 1, 2015
Rules Process: No
For more information: call (307) 777-5476 or email DWS-AskMeWC@wyo.gov.

**Legislation: HB0139/HEA0058 Unemployment compensation protests-time limit.**
Summary: Increases the time limit for review and redetermination of unemployment insurance benefit claims from 15 to 28 days.
Date Effective: July 1, 2015
Rules Process: No
For more information: call (307) 235-3264

**Legislation: SF0092/SEA0048 Workers’ compensation county elected officials.**
Summary: This law clarifies that the permanent total disability award be reduced for prior partial awards.
Date Effective: July 1, 2015
Rules Process: No
For more information: call (307) 777-7261

**Legislation: SF0017/SEA0032 Resident contractor mate-**

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Workers’ Compensation Officer/Owner Average Wage for 2015

$11,313/quarter; $3,770/month

Unemployment Insurance Taxable Wage Base for 2015

$24,700
Let Wyoming Grown help you find top talent!

On May 11, 2015, Governor Mead and the Department of Workforce Services launched a new recruiting initiative called Wyoming Grown. Wyoming Grown will welcome people in Wyoming to refer their loved ones, friends and colleagues who have since left the State to consider continuing their career in Wyoming. If the referred individual is interested in exploring Wyoming’s career options, the program will connect individuals with in-demand job opportunities with the State’s top employers. The program hopes to be successful in placing individuals in critical areas to help employers address workforce shortages and skill gaps. Wyoming Grown will primarily utilize existing resources -- the agency’s state-wide network of employment specialists -- to work hand-in-hand as personal recruiters with participants in order to connect them with job opportunities with businesses in our State.

How can I participate in Wyoming Grown?

The program’s website, wyominggrown.org is the conduit to enrolling participants. Individuals will be able to enroll in Wyoming Grown in two ways:

1. Referral: As mentioned above, the program allows family and friends living in Wyoming to refer their loved ones who have since left Wyoming to Wyoming Grown. The referral will generate a letter from Governor Mead to their out-of-state loved ones, urging them to return home to their Wyoming roots. The letter will direct the individual to self-enroll on the www.wyominggrown.org website.

2. Self-enrollment: Individuals interested in a job can simply visit the wyominggrown.org website and click on the “upload résumé” button. These individuals will also receive a letter from Governor Mead. Following the submission of a résumé, Wyoming Grown will contact the individual via telephone to determine the candidate's specialty and what community they are interested in relocating to. Wyoming Grown will then connect the candidate with one of the agency’s personal recruiters in the community of the candidate’s choosing.

How can Wyoming businesses connect with Wyoming Grown participants?

Here’s how to get started: post your high demand / high growth jobs with Wyoming Grown by contacting the agency’s Deputy Administrator of Operations Carmalee Rose, or by calling your local Workforce Service Center. The Department of Workforce Services will help you quickly and conveniently post your top jobs on Wyoming’s biggest job matching site, Wyoming@Work.