What Is Fidelity Bonding?

Fidelity bonding Services Are User-Friendly
- NO bond approval processing–local staff instantly issue bonds to employers
- NO papers for employer to sign to obtain free bond incentive for job hire
- NO follow-up and NO termination actions required for bond issued
- NO deductible in bond insurance amount if employee dishonesty occurs
- NO age requirements for bondee other than legal working age
- NO other U.S. program provides Fidelity Bonding services
- NO Federal regulations covering bonds issued
- ANY job at ANY employer in ANY State can be covered by the bond

What Is Fidelity Bonding?
- Insurance to protect employer against employee dishonesty
- Covers any type of stealing: theft, forgery, larceny, and embezzlement
- In effect, a guarantee of worker job honesty
- An incentive to the employer to hire an at-risk job applicant
- A unique tool for marketing applicants to employers
- DOES NOT cover "liability" due to poor workmanship, job injuries, work accidents, etc.
- Is NOT a bail bond or court bond needed in adjudication
- Is NOT a bond needed for self-employment (contract bond, license bond or performance bond)

Why Is Fidelity Bonding Needed for Job Placement?
- Employers view ex-offenders and other at-risk job seekers as potentially untrustworthy workers, thereby, denying them job-hire
- Insurance companies will not cover risky job applicants under commercial Fidelity Bonds purchased by employers to protect themselves against employee dishonesty
- Anyone who has ever "committed a fraudulent or dishonest act" is deemed NOT BONDABLE by insurance companies, a situation leading to routine denial of employment opportunities for such persons
- Being NOT BONDABLE is a significant barrier to employment possessed by the hardest-to-place job applicants; this barrier can be eliminated only by The Federal Bonding Program
- Job bonding enables the employer to "obtain worker skills without taking risk"
- Persons who are NOT BONDABLE can ultimately become commercially BONDABLE by demonstrating job honesty during the 6 months of bond coverage under the Federal Bonding Program (such commercial bonding will be made available by the Travelers Casualty and Surety Company of America; referred to hereafter as TRAVELERS)

Who Is Eligible for Bonding Services?
- Any at-risk job applicant is eligible for bonding services, including ex-offenders, recovering substance abusers (alcohol or drugs), welfare recipients and other persons having poor financial credit, economically disadvantaged youth and adults who lack a work history, individuals dishonorably discharged from the military, and others
- Anyone who cannot secure employment without bonding
- All persons bonded must meet the legal working age set by the State in which the job exists
- Self-employed persons are NOT ELIGIBLE for bonding services (bondee must be an employee who earns wages with Federal taxes automatically deducted from paycheck)
- Bonds can be issued to cover already employed workers who need bonding in order to (a) prevent being laid off, or (b) secure a transfer or promotion to a new job at the company
- Bonding coverage can apply to any job at any employer in any State

Workers’ Compensation Base Rates

The Workers’ Compensation Division is recommending an overall Industry Base Rate decrease of 1% for rate year 2016. The base rate hearing was held October 14, 2015 and the Division will issue Final Rate Notices soon. The overall Industry Base Rates will increase up to 13.8% for some industries with a decrease of up to 15.3% for others.
In addition to the proposed change in Industry Base Rates, individual employers’ premium rates may further increase or decrease depending on individual experience rating, implementation of an approved safety program, participation in the department’s deductible program, or participation in the department’s drug and alcohol testing program. The proposed Base Rates can be found at wyomingworkforce.org/_docs/wc/baserates/2016.pdf.

You can inquire about discounts programs at (307) 777-3452 or 777-3353.

Workforce Development Training Fund

The Workforce Development Training Fund has become high in demand! In the 2014-2016 Biennium we were able to fund 1894 applications for $3,521,378.85 in FY 2015 and in the first two months of FY 2016 (July and partial August) we funded 243 applications for a total of $478,206.62.

The Training Fund has been very popular for businesses and will only increase in demand as businesses take advantage it. Funds are limited and granted on a first-come-first-served basis. Currently, funding has been obligated through December 1, 2015. New applications will be accepted beginning December 1, 2015 for training that will occur over the next 110 days and no sooner than January 1, 2016.

Our goal is to serve as many people as we can with the limited funds available. Should you have any questions, please contact us at (307) 777-8650.

New OSHA Injury and Illness Reporting Rules in Place in Wyoming

CHEYENNE - The Wyoming Department of Workforce Services (DWS) Occupational Safety and Health Administration (OSHA) is alerting Wyoming employers to a revised rule, now effective in Wyoming, which requires employers to notify Wyoming OSHA when an employee suffers a work-related hospitalization, amputation or loss of an eye. The notification is required within 24 hours of the incident. The rule is required by the U.S. Department of Labor.

Previously, OSHA required an employer to only report work-related fatalities and workplace incidents resulting in in-patient hospitalizations of three or more employees. The reporting requirements regarding individual hospitalizations, amputations or loss of an eye were not previously in place. Employers are still required to notify Wyoming OSHA of workplace fatalities within eight hours.

To report an incident, employers can call (800) 321-6742 or contact the local Wyoming OSHA office during normal business hours. An electronic reporting option at osha.gov will be available soon.

Wyoming OSHA offers free on-site health and safety consultation services for all Wyoming employers. To request services or receive more information, call (307) 777-7786 or visit wyomingworkforce.org.

Additional information on the regulations associated with 1904 and the recordkeeping requirements can be found at osha.gov/recordkeeping2014.

SIDES (State Information Data Exchange System) E-Response

SIDES (State Information Data Exchange System) E-Response is a system that allows employers and third party administrators (TPA) the option to receive and respond to separation requests electronically. The application, developed through a partnership between the United States Department of Labor (USDOL) and state unemployment insurance (UI) agencies, offers free of charge - a secure, electronic, and nationally-standardized format in which an employer can easily respond to UI information requests, attach documentation when needed, and receive a date-stamped confirmation of receipt. Now, employers and TPAs can adopt an electronic standardized format to better anticipate and supply the data needed for UI information requests and, in return, reduce follow-up phone calls and paper work, and streamline their UI response processes while saving time and money.

Wyoming employers can now elect to receive electronic separation requests and reply online to those requests. This service is offered through SIDES (State Information Data Exchange System) and provides uniformity for the employer when responding to any separation request from any state. This consistency can provide time and cost savings to employers. Once an employer enrolls in SIDES, the agency will no longer mail paper separation requests. Instead, when an enrolled employer is identified as the last employer on a claim, an email directing the employer to the SIDES website is generated. Upon logging into the site, claimant information is displayed and the employer can then respond to the separation request electronically. Details, explanations, statements and attachments can be included which allow a more thorough response.

The employer has the ability to enter specific, detailed separation information and, if necessary, protest the claimant’s statement as well as include attachments. Once the employer submits the response, it is sent electronically to the state UI which allows the agency to adjudicate the separation issue in a timely manner. The employer has a detailed record of the response, including date and time stamp, and the risk of lost mail or failed faxes is alleviated.

To enroll in SIDES E-Response, an employer needs access to their Wyoming Internet Reporting for Employers, (WIRE) account using this link www.wyomingworkforce.org. At the Employer Profile screen, follow the link to Electronic Separation Notices and provide a valid email address so the agency may communicate when separation notices are available. The agency will send an email with an activation link to complete the process.

UGENT!

Effective immediately, the new OSHA 1904 Reporting Requirements have been put into effect in the State of Wyoming. These rules are under emergency rules and were signed into effect on October 7, 2015.

Employers must still report all work related fatalities within 8 hours. All workplace Inpatient Hospitalizations, Amputations, Losses of an Eye must be reported within 24 hours.

For additional info, visit osha.gov/recordkeeping2014.

Got questions? Contact your local WY OSHA consultant at wyomingworkforce.org/contact/oshaw.