

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."

IMPORTANT Information (Avoid UI Penalty Rate)

A 2% penalty rate will be added to an employer's UI 2011 tax rate if any reports or payments for the 2nd quarter 2010 or earlier remain delinquent after September 30, 2010. To avoid this UI penalty rate, be sure your UI or joint reports are filed and paid in full before October 1, 2010.

From the IRS: Employer-Provided Health Coverage - Not Taxable

Starting in tax year 2011, the Affordable Care Act requires employers to report the value of the health insurance coverage they provide employees on each employee's annual Form W-2. This reporting is for informational purposes only, to show employees the value of their health care benefits so they can be more informed consumers.

The value of the health insurance coverage does not affect the employee's tax liability. The value of the employer contribution to health coverage continues to be excludible from an employee's income and it is not taxable.

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For additional information, visit the Internal Revenue Service's website: www.irs.gov.



The WC Corporate Officer/LLC Member Average Wage per quarter for 2010 is **\$10,367.49**

UI Coverage

Federal Unemployment Tax Act (FUTA) and operated by each state. Private insurers cannot replace the Wyoming UI coverage; if your company is liable for UI, you must register with the Division and submit wages and payments quarterly.

If you have questions about this, please send an e-mail to wtys@state.wy.us.

2011 Workers' Safety and Compensation Approximate Rate Notice Mailings and Rate Hearing

Approximate Rate Notices to each employer by September 17, 2010. If you do not receive your notice by September 25, please contact the Division at (307)777-6763.

Also the 2011 Wyoming Workers' Safety and Compensation Rate Hearing will be held on 9:00 a.m. Tuesday, October 26, 2010 in Cheyenne at the Wyoming Business Center. The address for the hearing is 1510 East Pershing Blvd. in Room 1141.

Please, No Staples

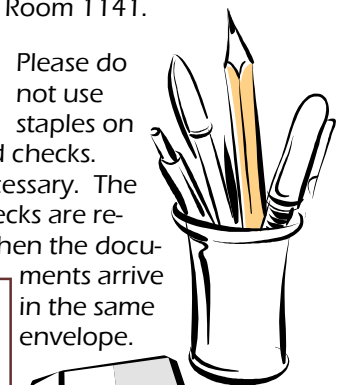
quarterly forms, WIRE remittances and checks. Paper clips are acceptable but not necessary. The Division has processes that ensure checks are recorded with the appropriate forms, when the documents arrive in the same envelope.



Wyoming Internet Reporting for Employers

<https://doe.state.wy.us/wire>

The Wyoming Workers' Safety and Compensation Division will be mailing out the 2011



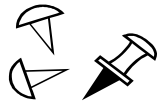
Please do not use staples on quarterly forms, WIRE remittances and checks. Paper clips are acceptable but not necessary. The Division has processes that ensure checks are recorded with the appropriate forms, when the documents arrive in the same envelope.



We couldn't do it without you

The newly released publication, *Wyoming Wage Survey 2010* contains estimates for total employment and average wages for hundreds of occupations in the state. Whether you want to know the average hourly wage for construction managers in Cheyenne or the annual average wage for cashiers in the northwest part of the state, it's in the book. Compiled from approximately 900 Wyoming employers' participation in the Occupational Employment Statistics (OES) survey, this publication shows occupational data at the state level, for Wyoming's four regions and its two metropolitan statistical areas, Casper and Cheyenne. View the publication (pdf) online at <http://doe.state.wy.us/LMI/oes2010/oes10.pdf>. Remember, Research & Planning's website (<http://doe.state.wy.us/LMI>) is the source for labor market information in Wyoming.

The UI Taxable Wage Base for 2010 is **\$22,800.00**



Geared Towards Employers: Wyoming Career Readiness Certificates (CRCs)

The Wyoming Department of Workforce Services (DWS) issues Wyoming Career Readiness Certificates (CRCs) to job seekers and employees. To be certified, an individual must achieve certain scores on WorkKeys®, a workplace skills assessment developed by ACT, Inc®. WorkKeys® measures a person's vocational skills in Reading for Information (RI), Locating Information (LI), and Applied Mathematics (AM). Requesting a CRC from applicants benefits the employer in several ways:

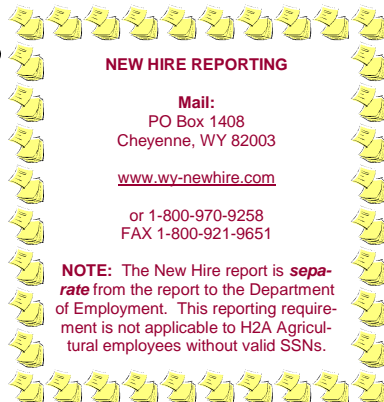
- ▲ Provides a uniform measure of skills – a “common language” that can be applied to all jobseekers across the US.
- ▲ Provides an easy-to-read summary of the applicant's literacy, numeracy, and problem-solving skills.
- ▲ Shows that the applicant can apply knowledge in a workplace setting.
- ▲ Helps to determine if hiring the applicant would be a wise investment.
- ▲ Helps target training funds more efficiently.
- ▲ Provides information for decisions about internal promotions and compensation.
- ▲ Helps reduce turnover by ensuring that the right employee is hired.

For more information, please contact Amelia Kelso, Career Readiness Program Manager at (307) 777-6882 or visit: <http://www.wyomingworkforce.org/crc/>.

UI Reimbursable Employers Government entities and certain non-profit organizations can elect to reimburse UI for claims costs paid, in lieu of remitting quarterly taxes. This affects the method, amount and time of payments; these employers are still required to submit quarterly reports, including employee wage records.

Reimbursable employers receive quarterly statements when claims costs are incurred on their accounts. UI statutes give reimbursable employers 30 days from the date on the statement to remit payment. Interest is charged on late payments.

Effective with the second quarter 2010 reports and payments, reimbursable employers will be converted to liable (quarterly tax payments based on total wages) employers if they fail to make required payments (including interest and penalties) within 90 days of receipt of a bill.



NEW HIRE REPORTING

Mail:
PO Box 1408
Cheyenne, WY 82003

www.wy-newhire.com

or 1-800-970-9258
FAX 1-800-921-9651

NOTE: The New Hire report is **separate** from the report to the Department of Employment. This reporting requirement is not applicable to H2A Agricultural employees without valid SSNs.

Wyoming Department of Employment Employer/Business Websites

WY Dept. of Employment
<http://doe.wyo.gov>
Certificates of Good Standing
Download Posters
UI/WC Amended Forms
UI/WC Tax Rates
Joint Business Registration Form
WC Claims
UI Claims

WIRE (Quarterly Internet Reporting)
<https://state.wy.us/wire>

WY Workforce Services
<http://www.wyomingworkforce.org>
Training Grants
Post Job Vacancies
Employment Services
Vocational Rehabilitation

WY Secretary of State
<http://sos.wy.state.wy.us>
Business Entities
(Corporation, LLC, etc.)
Annual Reports

WY Dept. of Revenue
<http://revenue.state.wy.us>
Sales Taxes
Excise Taxes
Liquor Licenses

Internal Revenue Service
www.irs.gov

WY New Hire Reporting
<http://www.wy-newhire.com>



Department of Employment - Employer Seminars

Reports **MUST** be filed on WIRE or Division provided Original Forms

SUBSTITUTE, PHOTOCOPIED or FAXED FORMS WILL BE RETURNED

To obtain blank reporting forms (Summary and/or Employee Wage Listings), contact us at:

fax 307-235-3278
or call 307-235-3217
or <http://doe.wyo.gov>

Training/Presentation topics:

- Unemployment Insurance (UI) Tax
- Workers' Compensation (WC) Premium
- UI & WC Claims and Appeals Information
- Labor Standards
- Risk Management
- Labor Market Information
- Office of the State Mine Inspector

Register online for the seminar through the Department of Employment at: doe.state.wy.us/employerseminars

or Phone 307-777-3581 or 307-777-7672 to have a registration form sent to you.

Locations & Dates for 2010:

Cheyenne: 10/21

Registration Fee: \$25.00 per Attendee

Pre-registration is recommended.
Register Early! Space is limited!