



## The Quarterly Connection

2013 Quarter 2

### New Law May Impact Your UI Contribution Rate

As a part of the federal government's efforts to reduce improper payments within the Unemployment Insurance (UI) program, a recent federal mandate requires timely and accurate employer responses to state agency requests for information. Additionally, UI claimants fraudulently collecting overpayments will see increased penalties under the mandate.

In order to comply with the federal law, changes to state law were necessary. During the 2013 General Session of the Wyoming Legislature, Senate File 0073 Unemployment insurance-federal compliance made changes to state statute to meet the requirements of the federal mandate.

### Timely and Adequate Responses are an Employer's Best Defense Against Increased Costs

During the process of determining whether an individual is eligible for UI, the Wyoming Department of Workforce Services depends on information provided by Wyoming employers. Currently, should an improper payment to a claimant be assessed, once identified, the agency relieves the employer's account of charges. This procedure will change as a result of the federal initiative. Effective July 1, 2013, the law requires employers to respond to the Wyoming Department of Workforce Services' requests for information. If the requested information is not received in a timely manner, is inaccurate, or is incomplete; and if the employer has established a pattern of failing to respond timely or adequately to such requests, and an ineligible individual receives benefits, then the state is prohibited from relieving benefit charges from the employer's account. Charges against an employer account are used when calculating contribution rates.

If a business utilizes a third party payroll service for UI benefits, ensure that the third party is properly responding to all notices. The lack of response or inadequate information may result in a higher rate, costing the employer. (See "New Law" on the next page)

Reports **MUST** be filed on WIRE or Division provided original forms. To obtain blank reporting forms, contact us by calling 307-235-3217. To file on WIRE, please go to: <https://doe.state.wy.us/wire>. When filing by WIRE you have the option to make payments by EFT.

The **WC Officer/Owner Average Wage for 2013** is  
**\$10,974.00**

The **UI Taxable Wage Base for 2013** is  
**\$23,800.00**



Research & Planning  
Wyoming DWS

### Wyoming at Work Website Now features Labor Market Information

Employers looking for information about wages, occupations, or industries in Wyoming can now find it without leaving the Wyoming at Work website ([www.wyomingatwork.com](http://www.wyomingatwork.com)). Users can find and compare data specific to an area, an industry, or an occupation. Job seekers, for example, can compare job openings in two areas, and then connect to specific job openings posted through state workforce offices and elsewhere, or connect to labor market information related to the occupations they're interested in. To see what other labor market information is available in Wyoming, see the Department of Workforce Services' Research & Planning section's website at <http://doe.state.wy.us/LMI>.

**Risk Management** The Wyoming Department of Workforce Services', Workers' Safety-OSHA provides Risk Management to Wyoming Workers' Compensation policy holders. Risk Management is a study that evaluates each individual company and quantifies its past, current and projected financial losses using company specific Workers' Compensation data. By utilizing this data, these studies advise employers on benefits, methods, costs and potential savings. Risk Management studies may also involve the coordination of other resources needed to assist a client. Other resources include the Workplace Safety Contracts, Safety Improvement Fund, Safety Discount Program, and the Premium Base Rate Discount for Drug Testing. For more information, please contact us at 307-777-7786 or visit our website at [www.wyomingworkforce/employers-and-businesses/osha](http://www.wyomingworkforce/employers-and-businesses/osha).

## New Law (con't from front)

It is in the interest of the employer to review contracts and verify that the third party is responding appropriately.

Additionally, please verify that your address on file with the Department of Workforce Services UI division is kept current and that a timely response is submitted for each request received.

The rulemaking process for Senate File 0073 Unemployment insurance-federal compliance is currently underway. More information will be available following the completion and approval of rules for the law. For additional information, visit [www.wyomingworkforce.org](http://www.wyomingworkforce.org) or contact 307-235-3217.

## National Census of Fatal Occupational Injuries (CFOI) 2011 - Part 2 of 3 (con't in next newsletter)

### Homicides

While employee-on-employee violence remains a serious issue, robberies account for the majority of workplace homicides.

If your employees exchange money with the public, work early-morning or late-night shifts, guard valuable items or work alone, they are at increased risk of being targeted for robbery. Follow these tips to keep your employees safe:

Handle money safely. Keep as little cash as possible in the register and in money bags. Post signs saying, "No more than \$30 in cash register at all times." Schedule bank deposits at varying times to make it harder for criminals to plan an attack.

Secure the workplace. Onsite security can deter would-be criminals. If you cannot afford security, install surveillance cameras where customers can see them. Make sure parking lots are well lit, and use bulletproof glass and limited-access barriers for drive-thru windows.

Train employees. One of the best things employees can do to discourage would-be robbers is simply pay attention to their surroundings. Teach employees to greet customers, make eye contact, and take note of customers who loiter for extended periods, leave and come back soon afterward, seem nervous or avoid eye contact.

Teach crisis management. Remaining calm is key to diffusing volatile situations. Employees should tell the robber they intend to cooperate, hand over cash, and do exactly as the robber says. If they are not sure what the robber is telling them, they should calmly ask, without making sudden movements that could startle the robber.

## OSHA Well Servicing Standards

On March 8th and April 30th, OSHA and the Oil and Gas Industry met to discuss proposed rules for the Oil and Gas Well Servicing Rules. This positive flow communication helped to provide constructive feedback to improve, streamline, and update the Wyoming OSHA Well Servicing Standards. Wyoming OSHA and the Oil and Gas Industry identified several requirements for better employee protection (e.g., flame resistant clothing, improved emergency communications, written hotwork permit, emergency decent devices, fall rescue plans, tugging line requirements, and documented training). Wyoming OSHA believes that improving these standards will help employers to better understand their obligations and promote safety and health for their employees.

### WC Governmental Entities

All Governmental Entities will receive a **Workers' Compensation 2013 Final Rate Notice** in mid June. In the previous years, this document was mailed in December.

### Are you in need of a Certificate of Good Standing?

For UI Certificates, go to <https://doe.state.wy.us/cert>

For WC Certificates, go to <https://wconline.wyo.gov/web/#>