

Spring 2014

# Employer NEWSLETTER

Colorado Department of Labor and Employment



## *Welcome*

to the Colorado Department of Labor and Employment's Employer Newsletter. When it comes to getting the support they need to remain competitive, employers across Colorado can turn to the Department of Labor and Employment. We work with businesses every day, providing a wide range of services as well as timely, accurate, and useful information to help them become more efficient and profitable.



COLORADO  
DEPARTMENT OF  
LABOR AND EMPLOYMENT

## Division of Unemployment Insurance

The UI Division provides temporary and partial wage replacement to workers who have become unemployed through no fault of their own. The Division is funded by employer-paid premiums and provides benefits to those who meet the eligibility requirements of the Colorado Employment Security Act.

[www.coloradoui.gov](http://www.coloradoui.gov) | 303-318-9100 or 1-800-480-8299 | [cdle\\_ui\\_employer\\_services@state.co.us](mailto:cdle_ui_employer_services@state.co.us)

### Online Request to Employers for Earnings Data

Save time and money with our new online tool designed to make responding to requests for earnings data easier and more convenient. Accurate and timely information from you helps us reduce improper payments of benefits - a serious problem that can result in higher premiums for all employers. To start using this tool, register with MyUI Employer or sign-in at [www.coloradoui.gov/myUIEmployer](http://www.coloradoui.gov/myUIEmployer).

If you use a third party, such as TALX, to report employees' hours and earnings, please use SIDES to provide us with wage information. If you are having trouble using the MyUI Employer website, please visit [www.coloradotoolkit.com](http://www.coloradotoolkit.com). If you cannot send us the information electronically, the fax number and our address are on your form.

We send more than one Request to Employers for Earnings Data, Form UIB-144 on a specific claimant if we need additional wage information from you. If you have any questions about the form itself, please contact the UI Division, Benefit Payment Control at 303-318-9035.

### Job-Separation Information Requests - Now Online!

Now, even small employers can provide a quick and efficient resolution to separation issues online through SIDES E-response. Participating small employers are able to electronically send and receive separation data instead of sending paper requests and responses.

With the online system, employers can attach and upload documentation

to job-separation responses and will receive a date-stamped confirmation, avoiding the cost of unnecessary hearings. In addition, employers will also be helping to reduce improper payments through a streamlined fact-finding process.

**To sign up visit:**

[www.coloradoui.gov/jobseparations](http://www.coloradoui.gov/jobseparations).



### 24x7 Access to Your Unemployment Insurance Premium Account

You can now manage your Colorado UI premium account online. Our new tool, MyUI Employer, gives you secure access to your account and will allow you to:

- File both current and past due wage and premium reports online
- Pay premiums online
- View current and historical balances and rates
- Access account status and reporting due dates
- Request duplicate rate notices and 940 certification documents
- Close or modify accounts

**To create an account, visit** [www.coloradoui.gov/myUIemployer](http://www.coloradoui.gov/myUIemployer). Be sure to complete our survey and tell us what you think!

## Division of Labor

The Division of Labor administers laws and regulations governing wages, minimum wage, working conditions, youth employment, and certain union issues and grievances.

303-318-8441 | [www.coloradolaborlaw.gov](http://www.coloradolaborlaw.gov) | [cdle\\_labor\\_standards@state.co.us](mailto:cdle_labor_standards@state.co.us)

### Public Contracts and Eighty Percent Colorado Labor Requirement

Effective January 1, 2014, the Keep Jobs in Colorado Act requires that whenever any public works project financed in whole or in part by funds of the state, counties, school districts, or municipalities are undertaken in this state, Colorado labor shall be employed to perform at least 80 percent of the work.

The Colorado Division of Labor conducts audits of employers to determine compliance with the law. Contractors who are not meeting the requirements of the law may be subject to fines as follows:



**1st** violation, five thousand dollars or an amount equal to one percent of the cost of the contract, whichever is less;

**2nd** violation, ten thousand dollars or an amount equal to one percent of the cost of the contract, whichever is less; or

**3rd** violation and any violation thereafter, twenty-five thousand dollars or an amount equal to one percent of the cost of the contract, whichever is less.

For more information, visit [www.colorado.gov/cdle/kjica](http://www.colorado.gov/cdle/kjica)

### Workplace Laws in Effect

The Colorado Employment Opportunity Act restricts the use of consumer credit information by employers in Colorado. The law applies to Colorado employers on and after July 1, 2013.

For more information, visit [www.colorado.gov/cdle/ea](http://www.colorado.gov/cdle/ea).



The Social Media and the Workplace Law provides that an employer may not access an employee's or applicant's personal social media accounts. The law applies to Colorado employers on or after May 11, 2013.

For more information, visit [www.colorado.gov/cdle/socialmedia](http://www.colorado.gov/cdle/socialmedia).

### The Department of Labor and Employment is in the final stages of building and testing a new website to serve you better.

Earlier this year, the Department's Communications Office conducted focus groups with employers, asking for feedback and input on how to improve the agency's current site - [www.colorado.gov/cdle](http://www.colorado.gov/cdle). Those responses have resulted in a new and improved website that will be launched later this summer.

The 'businesses and employers section' of the new website will help you access the information and services you need quickly and easily. From wage and hour law information to help recruiting workers, you will find everything you need in one easy-to-use location. If you have feedback for our current site, be sure to fill out our website feedback form at [www.colorado.gov/cdle](http://www.colorado.gov/cdle) and stay tuned for our new look this summer!

## Colorado Workforce Development Council

The Workforce Development Council was established to create and sustain a business-led Colorado talent system that appropriately integrates the work of economic development, education, training and workforce development to meet the needs of businesses, students and job-seekers.

[www.colorado.gov/cdle/cwd](http://www.colorado.gov/cdle/cwd)

### Sectors Summit II: Growing the Talent Pipeline

During a three-day event in Denver called Sectors Summit II: Growing the Talent Pipeline, hundreds of industry and community leaders joined workforce, education and economic development professionals to continue the work that began last year at Colorado's first Sectors Summit.

America has hammered together many workforce development and education initiatives over the years and while stakeholders worked together in a spirit of cooperation, the

reality is that what was created and what has been in place for a long time has simply been a collection of programs. Historic work to change that approach got underway with Governor Hickenlooper's Bottom Up Economic Development Plan. From that examination of what was working best regionally, a statewide strategy called the Colorado Blueprint was developed.

This expands upon the Blueprint to provide industry leaders a venue for faster understanding of changing

industry needs to strategically focus time and resources toward high impact solutions for industry and workers. This work is collected across the state to share solutions and address challenges with an ultimate goal of strengthened competitiveness and quality job opportunities throughout Colorado.

Think your business or industry could benefit from engagement like this?

Visit [www.sectorssummit.com](http://www.sectorssummit.com) to get involved!

## Division of Oil and Public Safety

The Division of Oil and Public Safety has eight programs which administer laws and regulations aimed at ensuring public health, safety and consumer protection.

[www.colorado.gov/cdle/ops](http://www.colorado.gov/cdle/ops) | 303-318-8500

### Colorado Recognizes Weights and Measures Week

Governor John Hickenlooper honored the consumer protection efforts of the Division of Oil and Public Safety (OPS) by proclaiming March 1-7, 2014, as Colorado's Weights and Measures Week. Weights and Measures Week is an opportunity to educate consumers, businesses and lawmakers about the quiet but systematic efforts implemented by weights and measures officials who have instilled so much trust in our marketplace.

"OPS inspectors ensure equity in the marketplace on all retail petroleum transactions," said Mahesh Albuquerque, Director of

the Division of Oil and Public Safety. "Through our work, consumers can be confident they are getting what they pay for at the pump, while businesses are assured of an even playing field with their competitors. The proclamation is a reflection of these efforts."

OPS is responsible for inspecting Colorado's more than 50,000 retail motor fuel dispensers. In addition to ensuring the accuracy of these dispensers, the Division ensures fuel quality and environmental protection from leaks and spills. OPS routinely collects samples of fuel products (gasoline, diesel,

E-85, biodiesel, etc.) from retail fueling stations across the state and analyzes these samples to ensure compliance with fuel quality standards. OPS inspectors also inspect bulk propane, gasoline and diesel truck meters and retail propane, compressed and liquefied natural gas dispensers for accuracy.

