

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."

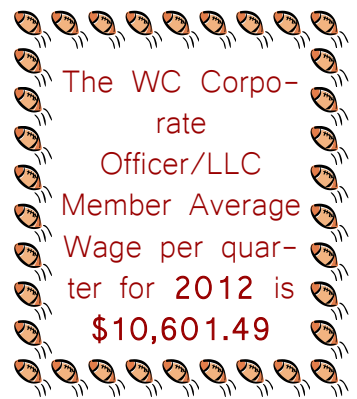
Nine Outstanding Wyoming Businesses Receive Governor's Safety Awards

In partnership with Governor Matt Mead's office, the Wyoming Occupational Safety and Health Administration (OSHA) honored nine outstanding Wyoming employers at the seventh annual Wyoming Safety Conference, held on August 8, 2012 in Casper.

Wyoming OSHA and the State Mine Inspector's Office, Divisions of the Wyoming Department of Workforce Services, presented Governor's Safety Awards to Wyoming employers demonstrating a strong safety culture and excellence in safety and health programs.

Recipients of the 2012 Governor's Safety Award:

- Large Mine - Buckskin Mine
- Small Mine - Degerstrom Converters
- Mine Site Contractor (large) - Rail Link
- Mine site Contractor (small) - L&H Industrial
- Small Oil and Gas - Suncor Energy USA Pipeline Company
- Large Oil and Gas - Chevron USA - Wyoming Area
- Small General Industry - American Equipment, Inc.
- Large General Industry - Cheyenne Healthcare Center
- Small Construction - G.M. Stewart Corporation



Payments by Check

Please make all checks out to the Department of Workforce Services, for UI and WC payments. The Department of Employment no longer exists as it has been merged into the Department of Workforce Services.



WC Approximate Rate Notices WC 2013 Approximate Rate Notices will be mailed to all WC employers in September. WC 2013 Final Rate Notices are mailed after a WC Industry Base Rate hearing process is completed. Information regarding the WC rate hearing will be included with the Approximate Rate Notices. For additional information, go to: www.wyomingworkforce.org and watch the "News and Announcements" section for details or call WC Employer Services at 307-777-6763.



Research & Planning
Wyoming DWS

Earnings in Wyoming by County, Industry, Age, and Gender

In 2011, there were an estimated 1,390 women age 45-54 working in Sheridan County, and they earned an average \$30,885 per year. That's just one example of the level of detail that can be found in the newly published wage and gender tables from the Research & Planning (R&P) section of the Wyoming Department of Workforce Services. The tables include wages and number of workers by age group and gender for each county and for each industry, from 1992 to 2011. This demographic information has many uses. A retailer, for example, might use it to gauge changes in wages for potential customers in a particular age group. Meanwhile, a health care provider might use the data to help determine which services might be most needed in a county. The full set of tables, available for download as PDFs or Excel files, can be found at http://doe.state.wy.us/LMI/earnings_tables/2012/index.htm. For more Wyoming labor market information, see R&P's main page at <http://doe.state.wy.us/LMI>.



Please Report Questionable Activities

Some employers attempt to avoid their UI and WC responsibilities by treating employees as "independent contractors" or "casual labor" or paying wages in cash with no records of the transactions.

Under Wyoming statutes, both UI and WC define an independent contractor as an individual who: 1) is free from direction and control over the performance of the job by contract and by fact; 2) represents his services to the public as a self-employed individual or an independent contractor; and 3) may substitute another individual to perform his services. The individual must meet all three of these requirements to be considered an independent contractor; failure to meet any one or part of one requirement means the individual is an employee for UI and WC purposes.

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 www.wyomingworkforce.org

If you are aware or suspect that an employer is not in compliance with Wyoming's employer requirements, please notify the Department by calling 307-235-3217 or submitting a fraud report at www.wyomingworkforce.org in the link in the top right corner of the page.

All fraud reports are investigated.



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 Workforce Services. This reporting requirement is not applicable to H2A Agricultural employees without valid SSNs.

IMPORTANT September 30 UI Deadline (Avoid UI Penalty Rate)

Unemployment Insurance: All taxes, interest, penalties and reports (both Summary Reports and Employee Wage Listings) due through the 2nd quarter of 2012 must be paid and filed by September 30, 2012, to avoid a 2% delinquent penalty on your 2013 UI tax rates. For more information, call 307-235-3217.

Wyoming Safety Improvement Fund Now Accepting Applications

The Department's Wyoming Safety Improvement Fund is accepting applications from Wyoming employers for workplace safety contracts.

The Wyoming Safety Improvement Fund was established by H.B. 89/HEA 41 Workplace safety, employer assistance, which was passed by the Wyoming Legislature and signed into law by Governor Matt Mead. The legislation, in part, set aside \$500,000 for safety contracts available to employers. The fund offers employers grants of up to \$10,000, with an employer match of 10 percent, for the enhancement or implementation of workplace safety programs, or to buy safety equipment that is not already required.

The applications can be found on the Wyoming Department of Workforce Services website, www.wyomingworkforce.org. For further information, contact Carolyn Grieve, Risk Management Specialist at 307-777-3452, e-mail carolyn.grieve@wyo.gov or Donald Ashley, Risk Management Specialist at 307-777-5961, e-mail donald.ashley@wyo.gov.

You must notify Employer Services in writing of ANY status changes. See the enclosed "Notice of Change."

Have You Moved?

UI/WC information, including annual tax/premium rates and claim notices, must be mailed to the address of record. To ensure you receive this information timely, please notify the Department whenever your address changes. You can do this using the "Wyoming Employer's Notice of Change" form included with each quarterly packet mailing and also available on-line at <http://www.wyomingworkforce.org/Documents/Joint-UI-WC/Notice%20of%20Change.pdf>

Make checks payable to Department of Workforce Services

