



The Quarterly Connection

2013 Quarter 3

Workers' Compensation Rate Notice and Experience Modification Rating Notice

Employers will be receiving two different notices in August and September regarding their upcoming Workers' Compensation Rates. The first notice mailed in August is the Experience Modification Rating (EMR) Notice. The EMR is the factor in an employer's Workers' Compensation Rate that differentiates an employer with a better claims history from those with a worse claim history. One thing that is different with the EMR for 2014, when compared to EMRs in the past, is how the EMR will be displayed. In 2014, the EMR is displayed as a factor where past EMRs were displayed as a percentage. The formula has not changed, only how it is displayed to the employer on their notices. If the factor is less than one, such as .7500, this would be the same as a -25% in the past. This would indicate that the employer will be receiving a 25% credit off the base rate. If the factor is displayed as 1.2500, it would be equal to a past EMR of +25%. This would indicate that the employer is receiving a surcharge of 25% added to the base rate.

The second notice is the 2014 Workers' Compensation Rate Notice. This notice is to be mailed in early September. It will contain what the Proposed Industry Base Rate is for 2014 for the employer's respective NAICS Industry, the employer's EMR for 2014, any other discounts the employer may receive (i.e. the Drug and Alcohol Testing Discount, Safety Discount etc.) and the 2014 Premium Rate. The Premium is the rate the employer will use to calculate their 2014 Workers' Compensation premium.

If you have any questions regarding either of these notices, please contact the Workers' Compensation Division Employer Services Section at (307)777-6763.

Risk Management

"Even a correct decision is wrong when it was taken too late." - Lee Iacocca, Father of the Ford Mustang and CEO of Chrysler.

The Risk Management (RM) team wants to help your company now, before you experience perils and pitfalls associated with business operations. If your business is interested in reducing workers' compensation premiums, discount programs are available for employers willing to bolster safety efforts. Risk Management also administers the "Safety Improvement Fund," which can provide up to \$10,000 in health and safety upgrades. RM will provide information regarding the Wyoming OSHA Consultation program, and discounts that will soon be available for utilizing these services. Make the right decision **today** and call 307-777-7786 now for a free RM consultation!

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

Easily Find Occupational Projections by Industry or Sub-State Region

What information can employers find in Research & Planning's [newly published Occupational Projections 2012-2022](#)? Here's an example: In 2012, there were an estimated 798 Excavating and Loading Machine and Dragline Operators in Wyoming's Mining, Quarrying, & Oil & Gas Extraction industry. In 2014, there will be an estimated 856. By 2022, the number is projected to grow to 1,087. People working in this occupation have an average hourly wage of \$27.87 and typically have a high school education. Occupational projections use data from the Occupational Employment Statistics (OES) program, a U.S. Department of Labor, Bureau of Labor Statistics program run in cooperation with R&P, which surveys approximately 1,050 employers in the state semiannually. 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>.

Interested in Protecting Your Bottom Line?

Partner with the Wyoming Department of Workforce Services, Unemployment Insurance Division to Reduce Improper Benefit Payments and Taxes

Why do improper UI benefit payments matter to you? Because you, the employer, pay for these benefits through higher taxes. Improper payment of benefits is often the result of inaccurate or insufficient information necessary to determine a claimant's eligibility for benefits claimed. Employers can help reduce improper payment and potentially higher taxes, by providing information needed to make an accurate determination of claimant eligibility.

Be an active partner with UI to improve payment accuracy by following these required steps:

- ◆ **Report all new and rehired employees to the State Directory of New Hires by the due date, as required by federal law.** Timely reporting helps prevent payment of ineligible UI claims after an individual has returned to work.
- ◆ **Respond promptly to any Request for Verification of Weekly Earnings from UI.** Verification of employee weekly earnings ensures that the correct amount of UI benefits is paid for weeks of partial unemployment. Failure to respond to a request for verification of earnings can result in an improper payment of UI benefits.
- ◆ **Provide complete and accurate Employee Separation Information.** Employers are required to provide employee separation information to the state UI program by the specified due date. This information is used, in part, to determine the claimant's eligibility for UI benefits.

Remember: Employers that do not comply with state and federal UI requirements for providing employee information risk higher costs through increased taxes, fines or other penalties.

Questions? Contact your state Unemployment Insurance office for additional information 307-473-3200.

National Census of Fatal Occupational Injuries (CFOI) 2011 - Part 3 of 3

Slips, trips and falls

Slips, trips and falls accounted for 14 percent of workplace fatalities in 2011. If you focus on good housekeeping, provide personal protective equipment and promote safe behaviors, you can keep your employees on solid ground:

- ◆ Provide the right equipment. Slip-resistant shoes, slip-resistant floor mats and "Caution: Wet Floor" signs can help employees avoid slips, trips and falls.
- ◆ Keep an orderly shop. A small investment in your work environment can go a long way toward preventing accidents. Clear walkways of extension cords, boxes and other clutter. Repair uneven floors, leaky faucets and ice machines, and replace faulty light bulbs.
- ◆ Behave yourself. Teach employees to clean up wet spots, avoid running, climb ladders one rung at a time, ask for help with heavy loads, and slow down when approaching blind corners.

Despite your best efforts, workplace hazards will exist. Educate your employees on how to recognize them, and encourage employees to report all hazards immediately

Electronic Separation Requests and Responses Now Available

SIDES (State Information Data Exchange System) E-Response

Wyoming employers can now save time and paper by electing to receive electronic separation requests and reply online to those requests free of charge. This service is offered through SIDES (State Information Data Exchange System) and provides time and cost savings to employers.

Developed through a partnership between the United States Department of Labor (USDOL) and state unemployment insurance (UI) agencies, the SIDES E-Response website offers employers and third-party administrators (TPAs) a secure, electronic, and nationally-standardized format in which they 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.

To enroll in SIDES, an employer needs access to their **Wyoming Internet Reporting for Employers, (WIRE)** account. Then, simply follow the prompts to select SIDES and provide a valid email address so the agency may communicate when separation notices are available. Next, enter the business email address and click 'Save.' The agency will send an email with an activation link to complete the process.

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/#>