

Vermont Department of Labor

802-828-4344

Current Date:

www.labor.vermont.gov

Employer #:

Unemployment Insurance and Workers' Compensation reforms

Vermont's 2010 legislative session passed several changes, which include but are not limited to:

- Increased taxable wage base: \$13,000 effective January 1, 2011 and \$16,000 effective January 1, 2012
- Increased penalties for late reports effective July 1, 2010: separation and wage request; quarterly reports
- NEW penalties for misclassification of workers: up to \$5,000 per unreported worker, per report.

For more detailed information about these and other employer AND claimant unemployment insurance and workers' compensation reforms, visit our website at www.labor.vermont.gov and click "UI Reform-2010".

Employer seminars will also be provided, with special focus on these reforms and misclassification of workers under both programs. Seminar details will be posted on our website and will require on-line pre-registration. At this time, seminars have been scheduled as follows:

August 11, 2010 at 2:30 pm - Lyndon State College, Lyndonville, VT

August 12, 2010 at 3:00 pm - Holiday Inn, Rutland, VT

August 24, 2010 at 3:00 pm - Sheraton Hotel and Conference Center, Burlington, VT

August 26, 2010 at 3:00 pm - Hartness House Inn, Springfield

September 8, 2010 at 3:15 pm - Vermont Interactive Television broadcast in Montpelier, Bennington, Brattleboro, St. Albans, Johnson, Newport, and Middlebury.

NOTE: You must register as space will be limited. Additional seminars and registration can be found at www.labor.vermont.gov under UI Reform-2010 link.

New Hire Report Changes

Effective July 1, 2010, employers will be required to report all new hires within 10 days of the worker's start date. The start date is the first day services are performed for compensation. Employers who are reporting more than 10 hires must do so electronically. Our New Hire reporting application has been updated and improved. If you have not done so already, please register to enable prompt filing and uploading of files.

Looking for Work Requirements

Unemployed workers, who are laid off or incur a separation that exceeds more than ten (10) weeks, will be required to make work searches for all weeks claimed. Unemployed workers required to look for work will also be required to document such efforts; please retain records of individuals who have sought work so that VDOL can partner with employers to validate such efforts were made. The purpose of this new policy is to:

- 1.mitigate payment and potentially reduce employer benefit charges when suitable work is available;
2. encourage seeking of suitable work during lay off periods; and
3. build bridges between seasonal employers, better utilizing the declining workforce.

Reporting a "return to work" Date

Employers can now report or change a "return to work" date on-line through the Unemployment Insurance Employer Applications. The definition of a "return to work" date is the exact date a claimant will be returning to work; it is not an estimated date work will be available.

Short Time Compensation (STC) Program

Many employers have utilized the STC program during this recession. Employers who have 5 or more workers and are in need of reducing their workforce should explore this program. While specific rules apply to the STC program, when qualified, it can be a win-win solution for the employer and workers. More information about the STC program can be found on our website under the "Businesses" section.

Stepped up Re-employment Service for Unemployed Workers

In an effort to reduce the duration an individual is unemployed, the department has stepped up its efforts to require claimants, where appropriate, to participate in services provided by our local Resource Centers. These services include assessment of skills and possible training opportunities.