

# Expanded Quarterly Wage Reports

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OCCUPATION AND OTHER INFORMATION

2018 UWC National UI Issues Conference – Austin, TX



# Agenda – Enhanced UI Wage Records

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## An examination of the issues

- Bruce Madson speaks to national and federal level perspectives:
  - factors impacting change; and
  - An update on the Workforce Information Advisory Council (WIAC)
    - <https://www.doleta.gov/wioa/wiac/>
- Tom Crowley speaks to state initiatives and employer perspectives:
  - State experiences for recent UI wage enhancement efforts;
  - States proposing voluntary employer participation;
  - Other state data requests; and
  - Employer perspectives

# Bruce Madson

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# THREE FACTORS IMPACTING CHANGE

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- COST
- CONTROL
- DEMAND

# COST

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- STATE AGENCY IT COSTS
  - PROGRAMMING COSTS FOR LEGACY SYSTEMS
  - OVERSIGHT COSTS FOR CONFIDENTIALITY
- LMI COSTS
  - CODING ASSISTANCE
  - QUALITY CONTROL OF AUTOCODING
- EMPLOYER COSTS/PROCESS CHANGE
  - HR VS TAX REPRESENTATIVES
  - CONTRACTED SERVICES
  - SMALL EMPLOYERS – LACK OF CAPACITY

# CONTROL

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- ACCESS TO WAGE RECORDS IS CONTROLLED BY STATE/FEDERAL UI LAW
- INITIALLY VERY RESTRICTIVE, STATES HAVE GRADUALLY EXPANDED ACCESS
- STATE AGENCIES STILL MAINTAIN SIGNIFICANT CONTROL OVER ACCESS AND USE
- ISSUE OF TO WHOM DATA BELONGS CONTINUES TO COMPLICATE ISSUES
- USE OF DEIDENTIFIED DATA HAS PROLIFERATED
- REIDENTIFICATION DIFFICULT TO CONTROL
- RISK OF BREACH OF CONFIDENTIALITY

# DEMAND

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- INITIAL DEMAND FROM STATE AND FEDERAL LMI AGENCIES
- INDEPENDENT RESEARCH ENTITIES
- INDIVIDUAL COLLEGES AND TRADE SCHOOLS
- STATE AND FEDERAL POLICYMAKERS
- PARENTS AND STUDENTS
- ECONOMIC DEVELOPERS
- EMPLOYERS SEEKING TALENT PIPELINE

# Tom Crowley

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# States Enhancing Quarterly UI Wage Reporting Alaska

## Occupational and Geographic Codes

- **Required** - reported at the employee level
- 108 page manual to assist employers completing this information
- <http://live.laborstats.alaska.gov/erg/occmanual.pdf>

## Occupational Code

- Requests the “full occupational title or code”
- Provides links to “cheat sheet” and O\*NET online
- 6-Digit Code; **Except** for some occupations important – including *seafood processing workers* and *snow plow operators*, which are 8-digit codes
- Paper filers - can be submitted with written job titles
- Electronic Filers - required to submit SOC codes
- Over 900 occupational codes to select
- Use “highest level of skill or education” for job with two different activities

### Alphabetical List of Job Titles

Job Title and Code	Page #	Job Title and Code	Page #
Reservation and Transportation Ticket Agents and Travel Clerks 43-4181	80	Semiconductor Processing Technicians 51-9141	103
Residential Advisors 39-9041	75	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders 51-9012	101
Respiratory Therapists 29-1126	61	Septic Tank Servicers and Sewer Pipe Cleaners 47-4071	89
Retail Salespersons (Commissioned Sales) 41-2031.52	76	Service Unit Operators, Oil and Gas 47-5013	89
Retail Salespersons 41-2031	76	Set and Exhibit Designers 27-1027	57
Riggers 49-9096	94	Sewers, Hand 51-6051	99
Rock Splitters, Quarry 47-5051	90	Sewing Machine Operators 51-6031	99
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic 51-4023	97	Shampooers 39-5093	75
Roof Bolters, Mining 47-5043	89	Sheet Metal Workers 47-2211	87
Roofers 47-2181	87	Ship Engineers 53-5031	106
Rotary Drill Operators, Oil and Gas 47-5012	89	Shipping, Receiving, and Inventory Clerks 43-5071	82
Roustabouts, Oil and Gas 47-5071	90	Shoe and Leather Workers and Repairers 51-6041	99
Sailors and Marine Oilers 53-5011	106	Shoe Machine Operators and Tenders 51-6042	99
Sales and Related Workers, All Other 41-9099	78	Shuttle Drivers and Chauffeurs 53-3053	105
Sales Engineers 41-9031	77	Signal and Track Switch Repairers 49-9097	94
Sales Managers 11-2022	29	Skincare Specialists 39-5094	75
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel 41-3091	77	Slaughterers and Meat Packers 51-3023	96
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products 41-4012	77	<b>Snow Plow Operators 53-3099.51</b>	<b>105</b>
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products 41-4011	77	Social and Community Service Managers 11-9151	32
Sawing Machine Setters, Operators, and Tenders, Wood 51-7041	100	Social and Human Service Assistants 21-1093	49
School Bus Monitors 33-9094	70	Social Science Research Assistants 19-4061	46
School Psychologists 19-3034	45	Social Sciences Teachers, Postsecondary, All Other 25-1069	52
<b>Seafood Processing Workers, Except Surimi and Fish Roe 51-3022.05</b>	<b>96</b>	Social Scientists and Related Workers, All Other 19-3099	45
		Social Work Teachers, Postsecondary 25-1113	52
		Social Workers, All Other 21-1029	48
		Sociologists 41-3041	45

# States Enhancing Quarterly UI Wage Reporting

## Alaska

### Geographic Code

- Assign 2-digit geo location code quarterly for each worker; not the employer
- Primary work location
- If worker in multiple location – Geo code where the worker “spends the most time”
- 31 distinct geo codes for Alaska

Map of Alaska for Geographic Codes



Code	Place	Code	Place
<b>Northern Region</b>			
34	Nome Census Area	62	Anchorage Municipality
31	North Slope Borough	61	Matanuska-Susitna Borough
33	Northwest Arctic Borough	<b>Gulf Coast Region</b>	
<b>Interior Region</b>			
47	Denali Borough	71	Kenai Peninsula Borough
44	Fairbanks North Star Borough	73	Kodiak Island Borough
46	Southeast Fairbanks Census Area	75	Valdez-Cordova Census Area
41	Yukon-Koyukuk Census Area	<b>Southeast Region</b>	
<b>Southwest Region</b>			
57	Aleutians East Borough	85	Haines Borough
58	Aleutians West Census Area	86	Juneau, City and Borough
52	Bethel Census Area	95	Ketchikan Gateway Borough
55	Bristol Bay Borough	90	Prince of Wales-Hyder CA
50	Dillingham Census Area	87	Sitka, City and Borough
51	Kusilvak Census Area	96	Skagway Municipality
59	Lake and Peninsula Borough	98	Hoonah-Angoon Census Area
		88	Petersburg Borough
		79	Yakutat, City and Borough
		20	<b>Marine/Offshore</b>
		99	<b>Outside of Alaska</b>
		00	<b>Received wage but did not work</b>

## Alaska Quarterly Contribution Report

THE 2018 TAXABLE WAGE BASE FOR EACH EMPLOYEE IS \$39,500

Quarter ending:  Due date:  Employer account no:

<b>FEIN:</b> <input style="width: 95%;" type="text"/>	1. For each month, report the number of workers who worked during or received pay for the payroll period, which includes the 12 <sup>th</sup> of the month.		If none enter "0"		
			1 <sup>st</sup> Month	2 <sup>nd</sup> Month	3 <sup>rd</sup> Month
	2. Total <b>reportable</b> wages paid this quarter. (See instructions, page 2)		\$ <input style="width: 80%;" type="text"/>		
	3. Less excess wages over the taxable wage base.		(\$ <input style="width: 80%;" type="text"/> )		
	4. Taxable wages paid this quarter.		\$ <input style="width: 80%;" type="text"/>		
	5. Employer's contribution	Employer's rate %	\$ <input style="width: 80%;" type="text"/>		
	6. Employee's contribution	Employee's rate .50 %	\$ <input style="width: 80%;" type="text"/>		
	7. Total contributions due	%	\$ <input style="width: 80%;" type="text"/>		
8. Amount remitted		\$ <input style="width: 80%;" type="text"/>			
9. Wages reported to other states? See instructions explaining this on page 2.		<input type="checkbox"/> <b>Yes</b>			

**A report must be filed even if no wages are paid for the quarter.**

**You may now file your quarterly contribution report online. Please visit our website located at [labor.alaska.gov/estax](http://labor.alaska.gov/estax) or call (888) 448-3527. To amend your quarterly report, please submit a "Correction of Wage Item," Form TADJ also available online.**

***Notice to employers: Wage information and other confidential UC information may be requested and utilized for other authorized governmental purposes, including, but not limited to, verification of an individual's eligibility for other government programs.***

\*See area map for geographic location codes

	10. Employee's Social Security Number	11. Employee's name – type or print (Do not list more than once.)			12. Reportable wages paid this quarter. (No negative wages)	13. Full occupational title or code	14. Geographic code *
		Last	First	M.I.			
E D O							
N C L O S T							
S E							
S C H							

# States Enhancing Quarterly UI Wage Reporting Alaska

The screenshot shows the website for the State of Alaska Department of Labor and Workforce Development, specifically the Research and Analysis section. The page features a navigation menu with links to various data categories, a search bar, and a main content area with a heading and several paragraphs of text. The navigation menu includes: Population & Census, Wages, Employers, Resident Hire, Unemployment Data, Employment, Occupational Information, Workplace Safety, Cost of Living & Housing Information, Training Information, Local & Regional Information, and Publications & Manuals. The main content area has a heading "What Happens to the Data You Provide?" followed by three paragraphs of text explaining the use of the data. Below the text is a list of examples of research data that can help businesses and organizations, with links to specific reports. At the bottom, there is a section titled "Learn More about All of Our Data and Publications:" followed by a paragraph of text.

State of Alaska > Department of Labor > Research & Analysis Home > Code Help

## What Happens to the Data You Provide?

Occupational and geographic data that you provide is aggregated together with others' and is used for research purposes only. All individual information is kept confidential. This research is instrumental in providing important data to a variety of data users.

It helps universities, vocational/technical schools and education program administrators make informed decisions about where to focus resources. It helps industries and employers identify labor pools for specific occupations, identify occupational trends and turnover rates and to advocate for training programs to fulfill needs for new recruits in high-demand occupations.

The data also helps career counselors and other job service professionals to guide job seekers and it helps economic development organizations obtain occupational profiles and projections for the regions they serve.

**These are some examples of research data that can help businesses and organizations:**

- Projected growth in employment and openings by occupation: <http://live.laborstats.alaska.gov/ocfcst/>
- Turnover rates by occupation (employer can compare own rate to Alaska as a whole)
- Profiles of the resident workforce of selected areas: <http://live.laborstats.alaska.gov/alari/>
- Percent of workers that are nonresidents (compare own rate to Alaska as a whole; can affect hiring requirements in some industries). Resident Hire Report: <http://live.laborstats.alaska.gov/reshire/index.cfm>
- Custom requests. Employers and organizations have special requests for data or data analysis to answer a specific need.

**Learn More about All of Our Data and Publications:**

To explore Research and Analysis data, see the menu bar at the bottom of the banner at the top of this page. Select "Occupational Information" to explore the research and data that utilizes the information you provide on your Quarterly Reports.

# States Enhancing Quarterly UI Wage Reporting Louisiana

## Rate of Pay and Standard Occupational Classification Code

- **Requested** - reported at the employee level

## Hourly Rate of Pay

- Guidance -  
<http://www.laworks.net/Downloads/UI/StandardPayRateDefinitionsForEnhancedWageRecords.pdf>
- Salaried workers - salary divided by std. hours
- Hourly workers – total wages divided by hours
  - Exclude overtime, bonuses and tips
- Commission workers – earnings divided by hours
- Salary + Commission
- Part-Time salaried workers

**Determining Pay Rate  
under Louisiana's  
Enhanced Wage  
Reporting Systems**

# States Enhancing Quarterly UI Wage Reporting Louisiana

## SOC Code

- 173-page list of Occupational Titles
- 6-digit SOC code; or
- “freehand the descriptive job title” also permitted - that the agency will use to derive the SOC code
- Scant guidance beyond this

## Standard Occupational Classification (SOC) Alphabetical List Occupational Titles

SOC Code	Occupation Title
27-1014	3D Animators
25-2021	4th Grade Math Teachers
25-2022	7th Grade Social Studies Teachers
43-5031	911 Operators
53-5011	Able Seamen
23-2093	Abstractors, Title
43-3011	Account Collectors
41-3011	Account Executives, Advertising
13-2011	Accountants
13-2010	Accountants and Auditors
13-2011	Accountants and Auditors
13-2011	Accountants, Certified Public
43-3031	Accounting Clerks
25-1011	Accounting Professors
43-3031	Accounts Receivable Clerks
51-9192	Acid Dippers
51-9011	Acid Purification Equipment Operators
47-2081	Acoustical Ceiling Installers
49-9096	Acrobatic Riggers
39-9032	Activities Aides
39-6012	Activities Concierges
27-2011	Actors
27-2010	Actors, Producers, and Directors
27-2011	Actresses
43-9111	Actuarial Assistants
43-9111	Actuarial Clerks
15-2011	Actuarial Mathematicians
25-1022	Actuarial Science Professors
15-2010	Actuaries
15-2011	Actuaries
15-2011	Actuaries, Health
15-2011	Actuaries, Insurance
29-1199	Acupuncturists
24-4011	Additional Occupations

# States Enhancing Quarterly UI Wage Reporting Louisiana

## Conflicting Guidance (as of July 2017)

- <http://www.laworks.net/Downloads/UI/WageUploadInstructions.pdf>

### A. What's New:

Additional data fields have been added to the online wage & tax reporting application. This information will become **required** information effective January 1, 2016. **All states have been mandated to begin capturing this information.** The additional information required is for each employee and include:

- **Hourly Pay**
- **Occupational code or job title**
- To date, no penalties issued or filings rejected
- No known requirement in any other state UI agencies

360-366	HOURLY RATE	7	<b>REQUIRED-</b> ENTER ONLY NUMERIC CHARACTERS. ENTER THE AMOUNT OF WAGES (DOLLARS & CENTS) WHICH ARE THE HOURLY WAGE AMOUNT. RIGHT JUSTIFY AND ZERO FILL.  FORMAT: 3 DIGITS DOLLARS AND 4 DIGITS CENTS. I.E. \$112.56 SHOULD BE "1125600" IF HOURLY RATE IS OVER \$999.9999 THEN ENTER ALL NINES. I.E. "9999999"
367-446	SOC CODE/JOB TITLE	80	<b>REQUESTED-</b> ENTER EITHER 6 DIGITS SOC CODE OR ENTER JOB TITLE DESCRIPTION. LEFT JUSTIFY AND DO NOT ZERO FILL.
447-487	FILLER	115	FILL WITH BLANKS.
488-512	SUPPLEMENTAL DATA BLANK	25	BLANK (RESERVE FOR SSA)

## Research and Statistical Information

Effective October 1, 2015, the Louisiana Workforce Commission is **requesting** additional information from employers when filing their quarterly wage and tax report. For additional questions, email [OES@lwc.la.gov](mailto:OES@lwc.la.gov) or call toll free 1(888)302-7662.

- **Nominal Hourly Rate of Pay**
- **Job title or Standard Occupational Classification (known as SOC) code**

**RATE OF PAY:** [Standard Pay Rate Definitions for Enhanced Wage Records](#)

**MULTIPLE PAY RATES** - Use the average hourly pay rate for the quarter.

**FLSA (SPECIAL LAW ENFORCEMENT EXEMPTION)** - If working 84 hours per pay period or 2184 hours annually, before incurring overtime pay.  $\text{Base Annual Pay} / 2184 = \text{Hourly Pay}$  to determine Nominal Hourly Rate.

**SOC CODE (Standard Occupational Classification or JOB TITLE):**

**SOC code** - Enter this number if known or enter the employee's most recent job title.

- **SOC code** - Enter actual code if it is readily available to you; otherwise please freehand the [descriptive job title](#) and LWC will assign the proper code.
- This code is six digits; do not enter dashes or dots.

**Standard Occupational Classification (SOC) Alphabetical List  
Occupational Titles**

<b>SOC Code</b>	<b>Occupation Title</b>
27-1014	3D Animators
25-2021	4th Grade Math Teachers
25-2022	7th Grade Social Studies Teachers
43-5031	911 Operators
53-5011	Able Seamen
23-2093	Abstractors, Title
43-3011	Account Collectors
41-3011	Account Executives, Advertising
13-2011	Accountants
13-2010	Accountants and Auditors
13-2011	Accountants and Auditors
13-2011	Accountants, Certified Public
43-3031	Accounting Clerks
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51-9011	Acid Purification Equipment Operators
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49-9096	Acrobatic Riggers
39-9032	Activities Aides
39-6012	Activities Concierges
27-2011	Actors
27-2010	Actors, Producers, and Directors
27-2011	Actresses
43-9111	Actuarial Assistants
43-9111	Actuarial Clerks
15-2011	Actuarial Mathematicians
25-1022	Actuarial Science Professors
15-2010	Actuaries
15-2011	Actuaries
15-2011	Actuaries, Health
15-2011	Actuaries, Insurance
29-1199	Acupuncturists
21-1011	Addiction Counselors
29-1066	Addiction Psychiatrists
51-9191	Adhesive Bonding Machine Operators
51-9191	Adhesive Bonding Machine Operators and Tenders
51-9191	Adhesive Bonding Machine Tenders
23-1021	Adjudicators, Administrative Law
13-1031	Adjusters, Claims
13-1031	Adjusters, Fire Claims
13-1031	Adjusters, Health Insurance
51-2093	Adjusters, Timing Device
43-6014	Administrative Assistants, Except Legal, Medical, and Executive
43-6011	Administrative Assistants, Executive
43-9061	Administrative Clerks
23-1021	Administrative Law Adjudicators
23-1021	Administrative Law Hearing Officers
23-1021	Administrative Law Judges

# States Enhancing Quarterly UI Wage Reporting Indiana

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## **New UI Tax Reporting Requirements – Effective 1/1/19**

- Eliminating contribution report (form UC-1)
- Auto calculation of taxable wages and taxes due from reported total wages
- Challenges for accurate auto calculation of taxable wages:
  - Out-of-state Wages and SSN reporting inconsistencies
- Reporting employment (12<sup>th</sup> of the month) for months 1, 2, and 3 in the employee (S) record
  - “Y” = employed as of the 12<sup>th</sup> of the month
- Changes just announced in June 2017
- New format emailed to service providers; no observed updates to agency web site
- Files will be rejected until all errors repaired by the submitter

# States Enhancing Quarterly UI Wage Reporting Indiana

## 3 New Wage Record Data Elements Required Effective 1/1/19

- **Standard Occupation Classification (SOC) code**
  - IDWD will provide tools and assistance in finding the SOC code
- **Hire date;** and
- **ZIP code where the services are “primarily” performed**
- Employers will be given a “grace period” before these fields are mandatory
- Grace period unknown at this point
- No observed agency guidance published as yet to define new data fields or to establish edit policies

### S Record Format

	Field Name	Location	Character Length	Comments
S1	Record Identifier	1-1	1	Value = S
S2	Social Security Number OR Individual Taxpayer Identification Number	2-10	9	Numeric
S3	Employee Last Name	11-30	20	Full Last Name Accepts the following special characters: Dash (-), Apostrophe (')
S4	Employee First Name	31-42	12	Full First Name Accepts the following special characters: Dash(-), Apostrophe (')
S5	Employee Middle Initial	43-43	1	Middle Initial or Space
S6	State Code	44-45	2	Value = 18
S7	Employee Start Date	46-53	8	Numeric MMDDYYYY
S8	Zip Code of Primary Work Location	54-58	5	Numeric
S9	Fill	59-63	5	Spaces
S10	Gross Wages	64-77	14	Numeric Can be zero Leading zeros filled Two (2) decimal positions implied
S11-S12	Fill	78-105	28	0 filled. Other digits or spaces in the 28 characters will be ignored.
S13	Standard Occupation Classification Code	106-111	6	Numeric
S14-S18	Fill	112-146	35	Spaces
S19	Indiana SUTA Number	147-152	6	Six (6) digit numeric account number (can begin with 0)
S20-S22	Fill	153-204	52	Spaces. Other digits or spaces in the 52 characters will be ignored.
S23	Full Time/Part Time/Seasonal	205-206	2	Full time designated FT Part time designated PT Seasonal must be two (2) digits and numeric.
S24-S28	Fill	207-211	5	Spaces
S29	Month 1 Employment	212	1	If employee worked during period of 12 <sup>th</sup> day of the month = Y. If not = N.



47,680,920

adults in the U.S. need  
better skills and wages

TO JOIN THE MIDDLE CLASS.

Over 1/3 of workers

who are unemployed have  
been out of work for

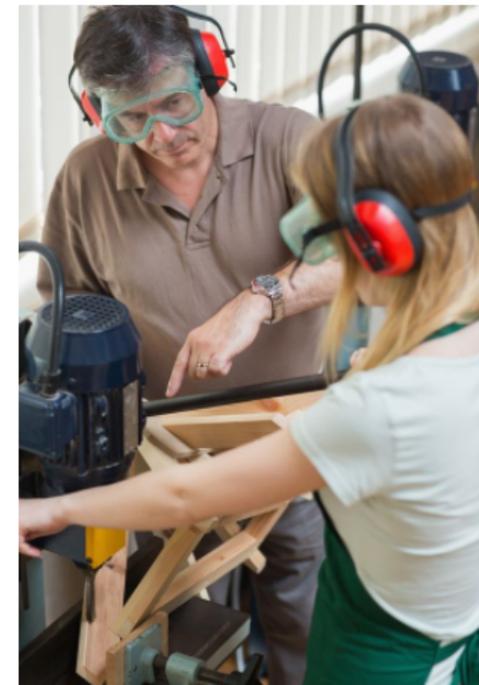
SIX MONTHS OR MORE.

## WHO CARES ABOUT WORKFORCE DATA?

### What Is Workforce Data?

There are several types of data that are important for understanding workforce development policies and programs. All individual-level data is kept in secure systems that protect privacy and limit access. It can be combined to create aggregate data that does not disclose details about individuals, but is useful in assessing program performance.

- **Education data.** Schools at all levels, from preschool to college, keep records about individual students to track enrollment and student progress.
- **Workforce program data.** There are many programs to help workers find employment or build skills. They include career and technical education, adult education, Workforce Investment Act programs for adults, youth and dislocated workers, Employment Service, and Trade Adjustment Assistance. These programs collect data on individual participants.
- **Public benefits data.** Several programs provide both income support and training assistance to people who are unemployed or earn low incomes. These include Temporary Assistance for Needy Families (TANF), Unemployment Insurance (UI) benefits, and Supplemental Nutrition Assistance (SNAP) which is commonly known as food stamps. Providers maintain data systems about individuals to measure program eligibility, the duration and amount of benefits, and types of services received.
- **Employment data.** Basic information on the employment status and earnings of individuals is contained in wage records. Quarterly wage records maintained by state unemployment agencies are a common source of this data.
- **Labor Market Information.** Statistics about workers, employment, industry, and occupational projections describe labor markets at the local, state, and national levels, providing a picture of current and future job openings and their skill requirements.



# States With Voluntary Job Title Requests

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Is this the new trend?

Nebraska began voluntary enhanced wage reporting July 2017

- Hours Paid; and
- Job title description
- Looking to broaden employer participation
- Benefits of Employer participation?
  - Possible exemption from BLS Surveys
  - More granular data on wages – job description at the worker level instead of at the employer level
  - Enhanced wage data could lead to improved information on training and education
  - Over time, data could provide rich granular history of job demand, compensation



# State Requesting Voluntary Data Exchange

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Requesting voluntary exchange for UI integrity to reduce improper payments, primarily for those who may be simultaneously working and collecting UI benefits

Only proposed and not in production or under active consideration to my knowledge

Would require considerable security

Data sharing agreements and contractual permissions would need to be reviewed and approved

In theory the process would entail:

- State UI agency sends periodic (weekly?) file of benefit payments to large payroll processor(s)
- Payroll processor(s) would match benefit payments against current payroll
- “Hits” would be identified by the payroll processor and sent to the state UI agency for proper review and adjudication

# Other Types of Wage Reporting “Enhancements”

## District of Columbia – Tipped Wage Report

Required for employers with employees who receive tips and are paid at least the tipped minimum wage

Using DC UI wage reporting portal to gather Wage and Hour data

<https://essp.does.dc.gov/Tipped%20Employee%20-%20FAQ.pdf>

**Department of Employment Services**  
*Washington, DC's lead workforce development and labor agency*

### Tipped Wage Report

[All changes successfully saved.]

Select Report Year: [Quarter] Reporting Information: Reporting Quarter: 2 Year: 2016

Submit Tipped Wages

Wages

Enter the tipped wage information for the selected quarter below. Click Next when you are finished to move to the next step.  
To add a new line for the employee select the check box and then click Add.

<input type="checkbox"/>	Last	First	Middle	Employer Paid Hourly Rate	Total Hours Reported	Gross Wages paid by Employer	Total Amount of reported Tips This Quarter
<input type="checkbox"/>	1234	5678	9012	12.00	40	\$2,400.00	\$0.00
<input type="checkbox"/>	3456	7890	1234	14.00	40	\$2,800.00	\$0.00

If I, an authorized agent of the company, certify that the employees included in the report have been paid the required minimum wage.

Previous Next Finish

3) **Gross Wages from Employer** - Input the Gross Wages that were paid by the employer for the hours reported.

4) **Tips Reported** - Input the total amount of Tips received by employees from customers or tip pool and reported as wages.

5) **Certification of Minimum Wages** - Check the Certification box stating that all employees have been paid the required minimum wage.

# Employer Perspectives

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Enhancing data – required versus voluntary

The greater good – societal benefits to training, education, etc.

- In theory sounds great

What's in it for me? Employer benefits

- In practical terms, what will enhanced data do to improve business?

Cost / benefit analysis

- To make this a winning “want to do” program, need to demonstrate benefits from both a big picture as well as at the employer level and make the process easy and economical

# QUESTIONS?

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