

SEPTEMBER 2015

Contribution Rates

Each November the computation of tax rates for the upcoming calendar year are made. This means an employer will receive one of three rates: an experience rate, a new employer rate, or the delinquent report rate.

Experience Rates

An employer is assigned an experience rate when their account has met the required liable and chargeable coverage period as described in NDCC 52-04-05.

There are separate tax rate schedules for positive and negative account employers. Employers with cumulative lifetime contributions that exceed the cumulative lifetime benefits have a positive lifetime reserve and will receive a rate from the positive schedule. If the cumulative lifetime benefits exceed the cumulative lifetime contributions the account has a negative lifetime reserve and will receive a rate from the negative schedule.

Once it is determined which tax rate schedule an employer is on, the reserve ratio is calculated. An employer's reserve ratio is the difference between the last six year contributions paid by the employer and last six year benefits charged to the employers account divided by the average annual payroll of the last three years.

The tax rate notice and rate schedule are mailed the first full week of December . Employers should review the notice upon receipt so any questions can be directed to Job Service in a timely manner. Additionally if a tax rate notice is not received please contact Job Service.

New Employer Rates

Per NDCC 52-04-05(6)(a) and (b) "New Employers" are those that have not had sufficient time in the unemployment insurance program to qualify for an experience rating. North Dakota has two new employer rates, one for construction and one for non-construction.

CONSTRUCTION	NON-CONSTRUCTION
New employers in the construction industry must be assigned the negative employer maximum rate. They're considered to be new employers if their account has not been covered for 10 quarters by the end of the most recent completed fiscal year.	New employers in a non-construction category must receive a rate that is ninety percent of the positive employer maximum rate or a rate of one percent, whichever is greater. Non-construction employers are considered new if their account has not been covered for six quarters by the end of the most recent completed fiscal year.

Need Help?

Talk to your local UI Field Representative, or contact the Unemployment Insurance office.

UI Tax and Field Services
 1000 E Divide Avenue
 PO Box 5507
 Bismarck, ND 58506-5507

Phone: 701-328-2814
 TTY: 800-366-6888
 Fax: 701-328-1882
 Website: www.jobsnd.com

Fraud Tip Hotline: 701-328-1680



Employer's Contribution and Wage Reports for the quarter ending Sept 30, 2015 are due and must be submitted by Oct 31, 2015.

Reports and payments not filed by the due date are subject to penalty and interest charges.

UI EASY is unavailable between 10 p.m. and midnight Monday through Friday.

Delinquent Rates



If all required reports are not received at Job Service by the time experience rates are calculated, the employer will receive the delinquent rate for the following year. To prevent this, Job Service will send by certified mail a past due notice to all delinquent accounts after the third quarter report is past due. This past due notice will include all missing quarters up to the current quarter. If all reports are not received a delinquent rate must be set for the upcoming year as follows:

Experience-rated negative employers, new positive construction employer, and new negative employers must be assigned the **Negative Employer Maximum Rate**.

Experience-rated positive employers and new positive non-construction employers must be assigned the **Negative Employer Minimum Rate**.

To be certain the delinquent rate is not applied to your account, make sure that all outstanding reports are **submitted by October 31st of the current year**. This includes \$0 wage reports for quarters where no wages were paid but the account was still active.

Verification of Claimant Wages

Have you ever received our form titled "Verification of Claimant Wages" (Formerly known as Payment Audit)? The form is sent to employers who reported employee wages on their Job Service quarterly wage report, yet that particular employee also collected unemployment insurance benefits for that period.

Job Service requests the timecard information to ensure the employee reported the correct amount of earnings to Job Service while collecting UI benefits and assures claimants are properly receiving benefit payments.

For tax-rated employers, the potential benefit of returning the form is if that individual later files a claim and you're included in the claim's base period – it can impact your future tax rates. If an employee (claimant) was collecting benefits while working and did not report the earnings to Job Service as required, the claimant could incur an overpayment. If the claimant incurs an overpayment, tax rated employers receive a credit for the overpaid benefits. The credit decreases the amount of total benefits paid and could potentially lead to a lower, future tax rate.

This newsletter is published by Job Service North Dakota. Articles are for general information only and are not intended to provide specific advice or recommendations. Email addresses will not be sold or distributed. Direct questions or concerns to your local Job Service North Dakota office. [Subscribe to this newsletter.](#)

Job Service North Dakota is an equal opportunity employer/program provider. Auxiliary aids and services are available upon request to individuals with disabilities.

UI FIELD REPRESENTATIVES

Bismarck

Micheal Skachenko
701-328-5017
mskachenko@nd.gov

Devils Lake

Kristie Tollefson
701-662-9334
krtollefson@nd.gov

Dickinson

Edna Commey
701-227-3105
ecommey@nd.gov

Fargo

Dale Erickson
701-239-7309
dverickson@nd.gov

Grand Forks

Kelly Bossert
701-795-3732
kbossert@nd.gov

Jamestown

Julius Gange
701-253-6215
jgange@nd.gov

Minot

Mary Schaefer
701-857-7554
mschaefer@nd.gov