

## Our mission

is to promote economic opportunity and financial security for individuals and businesses through quality, responsive and expert services; fair and equitable employment solutions; and safe and sound business practices.



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Spring 2015  
[www.sdjobs.org](http://www.sdjobs.org)

## Providing Information Is Easy Using SIDES E-Response

Looking for a way to automate your business's response to unemployment insurance (UI) claim notices? Responses can be submitted electronically through the State Information Data Exchange System (SIDES) E-Response website.

The SIDES E-Response website provides an efficient, secure, standardized format for response to UI claim notices. The new electronic system is a cost savings to employers. It reduces benefit overpayments, staff time, and paper work.

SIDES E-Response is especially helpful to those that operate in multiple states or handle a large volume of UI

information requests. To register for the system, visit [www.sdjobs.org](http://www.sdjobs.org). For further information on SIDES E-Response, visit <http://info.uisides.org> or contact the South Dakota UI Division at 605.626.2314. ■



# Unemployment Insurance Tax Rates Go Down

Effective Jan. 1, 2015, employers saw a reduction in their unemployment insurance (UI) tax rates.

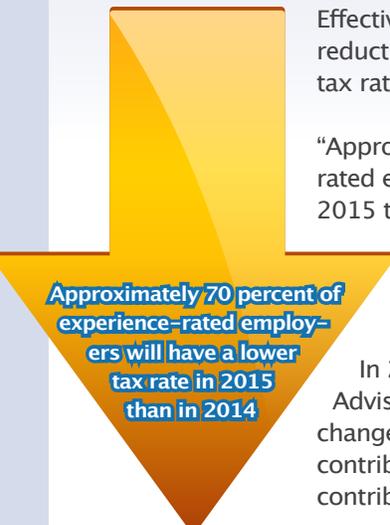
“Approximately 70 percent of experience-rated employers will have a lower tax rate in 2015 than in 2014, which will result in savings for South Dakota businesses and employers,” said State Labor and Regulation Secretary Marcia Hultman.

In 2014, the Unemployment Insurance Advisory Council (UIAC) recommended changes to reduce employer unemployment contribution revenue to the unemployment contribution rate structure. The legislation

passed during the 2014 legislative session. The new rate structure is based on the following principles:

- Maintain a trust fund balance of at least the target established by the Council
- Preserve the maximum tax rate of 9.5 percent
- Adjust the reserve ratios for all employers
- Keep trust fund annual growth around \$1 million

The UI tax unit is responsible for identifying and registering subject employers, ensuring wage reports are filed so benefit eligibility can be established, collecting taxes due, and auditing employer records for compliance. ■



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## State Minimum Wage Posting Available

**Effective Jan. 1, 2015, the state minimum wage for non-tipped employees in South Dakota is \$8.50/hour.** The minimum wage will be adjusted annually by any increase in cost of living, as measured by the consumer price index published by the U.S. Department of Labor.

A state minimum wage posting is available for employers to download at [dlr.sd.gov/wagehrs/minimumwage.aspx](http://dlr.sd.gov/wagehrs/minimumwage.aspx). There is no state statute requirement for the posting. The

posting is provided courtesy of the Department of Labor and Regulation and is for informational purposes only. The new adjusted rate will be announced on [dlr.sd.gov](http://dlr.sd.gov) for the following year no later than Oct. 15 of each year.

The two state required postings include a UI notice and safety on the job notice. Both English and Spanish versions are available for download at [dlr.sd.gov/employerserv/postingrequirements.aspx](http://dlr.sd.gov/employerserv/postingrequirements.aspx). ■

## DLR Releases Mobile-Friendly Job Search Site

The Department of Labor and Regulation has rolled out a mobile-friendly version of SDWORKS, the state’s largest jobs database. The new site provides faster download speeds, portability, and connectivity to job seekers. In 2014, over 20 percent of people who visited [www.sdjobs.org](http://www.sdjobs.org) did so via tablet or mobile device.

“Creating a website optimized for tablets and smartphones caters to a large portion of our job seekers and offers a more convenient way of searching for work,” said State Labor and Regulation Secretary Marcia Hultman.

The updated site also features expanded search capabilities which include:

- **Geographical range searching:** Users can select a zip code and define a mileage radius they wish to search.
- **Military Occupational Classifications (MOC):** Allows veterans to search for jobs using their MOC code.

To register or post a job to SDWORKS, visit [www.sdjobs.org](http://www.sdjobs.org) or talk to a workforce expert at your local DLR office. ■

## Youth Minimum Wage

SB177, passed during the 2015 legislative session, establishes a youth minimum wage. **Effective July 1, 2015,** the minimum wage for non-tipped employees under 18 in South Dakota is **\$7.50/hour.** The minimum wage will not be annually adjusted by any increase in cost of living.

*\*NOTE: This issue may be referred to a public vote. If sufficient signatures are gathered to refer it, the issue would be on the ballot in November 2016 and the new minimum wage would be on hold until then.*



# Labor Law Posters Available at No Charge

Businesses, please beware of companies selling federal agency postings. Such companies often use scare tactics and bully you into purchasing posters from them. If you have been a victim of a poster scam or have been contacted by a company selling postings, please contact the Attorney General's Consumer Protection Division at 1.800.300.1986 with information or to file a complaint. ■



## Workforce Training Videos

The Department of Labor and Regulation has created videos highlighting the workforce training programs available. These great success stories show a diverse group of participants who have taken varied paths through DLR to gain employment. View these testimonials on the DLR's YouTube channel at [www.youtube.com/SouthDakotaDLR](http://www.youtube.com/SouthDakotaDLR).



# TOP PERFORMER AWARD

At the National Association of State Workforce Agencies UI Directors' Conference this past October, South Dakota was awarded top-performing small state in the category of UI Benefit Payments Excellence. "Our performance exceeded other states in how quickly claims were paid and for the speed and accuracy of decisions on claim eligibility," said State Unemployment Insurance Director Pauline Heier. South Dakota has won the benefit payments award six times since the awards began in 2006.



For job services and workforce information, visit any one of our 16 local offices  
or go online to [www.sdjobs.org](http://www.sdjobs.org).

## Electronic Income Withholding Available

The Federal Office of Child Support Enforcement (OCSE) has developed an electronic income withholding order (e-IWO) process that can be used by all employers. E-IWO allows employers and state child support offices to communicate through electronic means rather than through paper documents. There are no participation costs and potentially no programming costs, depending on the option employers choose for sending and receiving information.

OCSE believes the e-IWO process will increase processing efficiencies, reduce the cost of postage and processing for both states and employers, and provide an ongoing line of communication between states and employers when necessary.

For more information, go to [www.acf.hhs.gov/programs/css/resource/e-iwo-implementation-information](http://www.acf.hhs.gov/programs/css/resource/e-iwo-implementation-information) or contact Shannon Abernathy at 605.773.3641. ■

