



Edmund G. Brown Jr.
Governor

WELCOME!

Congratulations on becoming a member of California's employer community. You join a remarkable group of more than 1.3 million Golden State businesses that employs more than 17 million people and generates payrolls in excess of \$996 billion each year!

As the Director of the California Employment Development Department (EDD), I am pleased to tell you about the wide variety of services and programs that the EDD provides to California employers and their employees.

TAX BRANCH: The EDD Tax Branch administers the accounting, auditing, and collection functions of California's payroll tax program to support and fund the state's Unemployment Insurance (UI) and State Disability Insurance (SDI) programs. We provide many tools and resources to assist you in meeting your California payroll tax responsibilities. Our website provides: information sheets, forms, publications, access to online and classroom seminars, and much more. Visit www.edd.ca.gov/payroll_taxes.

Managing your employer payroll tax account online has never been easier. Enroll in e-Services for Business to file your employment tax returns and wage reports, make payments, or view and update your account information. Using e-Services for Business also fulfills the electronic file and pay requirement, which goes into effect beginning January 1, 2017. Enroll today! It's fast, easy, and secure! Visit www.edd.ca.gov/e-Services_for_Business.

UNEMPLOYMENT INSURANCE: What happens when a former employee files for UI benefits? When a new claim is filed, or an existing claim is reopened, you will receive a *Notice of Unemployment Insurance Claim Filed* (DE 1101CZ). The EDD relies on employers to respond to this notice in a timely manner to help determine a claimant's eligibility for UI benefits and to accurately charge an employer's reserve account. Employers and third-party administrators can elect to receive and respond to this notice electronically by subscribing to the State Information Data Exchange System (SIDES) at www.edd.ca.gov/SIDES.

If additional eligibility or wage information is needed, the EDD will contact you by mail or by phone. Your timely response will help protect your UI reserve account.

STATE DISABILITY INSURANCE: State Disability Insurance (SDI) is an insurance program that provides a portion of California workers' pay when they are unable to work. It is required by law and funded by California workers through payroll deductions. The SDI program provides two benefits: Disability Insurance (DI) and Paid Family Leave (PFL). DI benefits help employees who are unable to work and lose wages due to a non-work-related illness or injury, or due to pregnancy or childbirth. PFL provides benefits to employees who take time off work to care for a seriously ill family member or to bond with a new child. The EDD offers an optional Disability Insurance Elective Coverage (DIEC) for employers and

self-employed individuals who are not required to pay into SDI but want to be covered by DI and PFL. DIEC is funded through quarterly premiums and can protect you against partial loss of income when you are unable to work.

Did you know that you are legally required to respond to the EDD within two days of receiving notice that your employee has filed a DI or PFL claim? You can use SDI Online to receive electronic notifications when your employees file a DI claim. Save time and postage by responding online. For more information or to register for an online account, visit www.edd.ca.gov/disability.

WORKFORCE SERVICES: The EDD Workforce Services Branch (WSB) provides employment services through CalJOBSSM to help your business succeed. WSB also provides re-employment services to displaced workers and conducts recruitment campaigns for businesses with specialized needs. WSB no-cost services for employers include assistance with recruiting and screening of job applicants, employee training, and job fairs and workshops coordination. We can also provide information on fidelity bonding and tax credit incentives. In partnership with local Employer Advisory Councils, we offer informational seminars to keep you current on employment-related laws and regulations.

CalJOBSSM: Register with CalJOBSSM and use the virtual recruiter 24 hours a day, 7 days a week, to find qualified candidates, post job openings, keep your search organized, browse through thousands of resumes of potential employees, access training classes and education programs at no cost, and much more. Visit CalJOBSSM at www.caljobs.ca.gov.

WORKFORCE INNOVATION AND OPPORTUNITY ACT: The federal Workforce Innovation and Opportunity Act (WIOA) offers a comprehensive range of workforce development programs through organizations located in America's Job Center of CaliforniaSM offices across the state. These services can benefit employers, job seekers, laid-off workers, youth, current employees, veterans, and persons with disabilities. To locate an office near you, visit www.americasjobcenter.ca.gov.

LABOR MARKET INFORMATION: As a new employer, you may want to know about the wages paid in your area, what occupations are employed in your industry, and the latest economic trends. The EDD Labor Market Information Division provides a wide variety of information and resources on employment, unemployment, industry and occupational outlook, social and demographic data, compensation and benefits, local area labor market profiles, and more. For more information, visit www.labormarketinfo.edd.ca.gov.

Employers are the ultimate source of labor market information. If you are one of the employers selected to participate in one of the federal/state cooperative surveys conducted to collect and produce employment and wage data, please respond in a timely and accurate manner. Your input is critical in providing valuable information about California's labor market to employers, as well as job seekers, students, economic developers, and the employment and training community.

We look forward to assisting you in managing your workforce needs. Please feel free to utilize any of the services the EDD offers. Together we will empower California's workforce to go above and beyond in the 21st century!



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