



Fourth Quarter 2013

Covered California's SHOP

New Health Insurance Marketplace for Small Businesses

Covered California™ is California's new health insurance marketplace — the place to go for affordable coverage.

Through Covered California's Small Business Health Options Program, or SHOP, small businesses will find that providing health insurance for their employees is a convenient and affordable option.

Starting in 2014, employers with one to 50 eligible employees will have access to quality health insurance plans, offered by private health insurance companies.

From one portal, employers and employees will be able to make apples-to-apples comparisons between plans, allowing them to choose the plan that best meets their needs and budget. Some small businesses may qualify for federal tax credits to help offset their contribution toward their employees' monthly premiums.

What are the Patient Protection and Affordable Care Act (ACA) requirements for employers?

Small employers (one to 50 eligible em-

ployees) are not required to offer insurance. However, if they wish to provide coverage, they can do so through Covered California's SHOP, or they can let their employees know about the options available to them through Covered California's individual insurance marketplace.

Large employers (more than 50 eligible employees) will be required to offer health insurance to their employees beginning in 2015.

Are tax credits available?

Beginning in 2014, tax credits will be available only to qualified small businesses and tax-exempt employers that purchase health insurance through Covered California's SHOP. Large employers will not be eligible for tax credits.

For more information on tax credits, visit the Internal Revenue Service website at www.irs.gov/uac/Small-Business-Health-Care-Tax-Credit-for-Small-Employers.

Covered California's SHOP opened for enrollment in October 2013, for coverage effective January 1, 2014. To learn more about the advantages of offering health insurance to employees, or for information about available plans and the enrollment process:

- Ask your insurance agent.
- Call 877-453-9198 to speak with a SHOP representative.
- Visit <https://www.coveredca.com/small-business/index.html>.

New CalJOBSSM Is Employer Friendly

The New CalJOBSSM online resource system for employers offers many new and exciting user friendly features:

- Allows you to post job orders, add contacts and new worksite locations.
- Ability to narrow the search for the ideal candidate by using several criteria, including education level, key words, and occupation group.
- Flexibility to choose the maximum number of applications for each job post.
- Duplicate a previous job order in lieu of re-typing the same job order by simply changing the date and other details about the position.
- Utilize the "advance settings" feature to change the salary, job skills, and other requirements.

- Set up the "Virtual Recruiter" to notify and alert you of qualified job seekers based on your criteria. The alerts can be sent to you by e-mail, text, or internal message (CalJOBSSM system) on a daily, weekly, or monthly basis.

Plus, effective soon, employers will no longer have to indicate the maximum salary on the job posting. This makes it easier to find candidates and negotiate salaries based on experience or education level.

For more features, we highly encourage you to visit and use our enhanced CalJOBSSM system and all the other employer resources offered by the Employment Development Department! For more information go to www.caljobs.ca.gov/vosnet/Default.aspx.

California Employer Newsletter Exclusively Online

In our continuing effort to reduce costs and to streamline our efficiency, the EDD will make the quarterly *California Employer* newsletter available exclusively online beginning in 2014.

The newsletter provides the latest and most relevant news, timely and important reminders, and information on services and resources that benefit you.

To see the newsletter online, visit our new and improved Web page at www.edd.ca.gov/Payroll_Taxes/California_Employer_Newsletter.htm.

Sign up for our e-mail subscription list at www.edd.ca.gov/About_EDD/Get_Email_Notices.htm to get an e-mail reminder when the newsletter is published each quarter.

Year-end Notification

For additional information about:

- *Wage and Tax Statement* (Form W-2).
- *Earned Income Tax Credit* (EITC)
- *Information Return* (Form 1099).

Go to www.edd.ca.gov/payroll_taxes/Year-End_Notification_Requirements.htm.

EDD Online Services Provide Fast, Secure, and Convenient Options for Employers

The Employment Development Department (EDD) has automated some key services to provide employers with more online options.

These options enable employers to conduct business with the EDD in a fast, secure, and convenient manner, and provide employers with resources to help



manage their business.

- Are you looking for your next employee? Let the new CalJOBSSM find candidates for you.
- Do you need to submit your payroll tax return? Set up an account

with e-Services for Business.

- Do you have an employee who has filed a State Disability Insurance or Paid Family Leave Insurance claim? Submit the required information through SDI Online and avoid paper forms. Employers can submit a response to the *Notice to Employer of Disability Insurance Claim Filed*, (DE 2503), and their portion of the *Claim for Disability Insurance Benefits*, (DE 2501), faster and easier with SDI Online. For more information and to register for an SDI Online account, please visit www.edd.ca.gov/Disability.

For more information on all of EDD's online services and the many ways they can assist you, visit www.edd.ca.gov.

PIT and SDI Deposit Rules

Information about deposit rules and frequencies, including the Deposit Requirements Chart, are available at www.edd.ca.gov/payroll_taxes/Timely_Payroll_Tax_Deposits.htm, in the *California Employers Guide* (DE 44) at www.edd.ca.gov/pdf_pub_ctr/de44.pdf, and by calling 888-745-3886.

Meals and Lodging Chart

The 2014 Taxable Value of Meals and Lodging chart is available online at: www.edd.ca.gov/payroll_taxes/rates_and_withholding.htm or by calling 888-745-3886.

Labor Law Seminars Offer Valuable Tips

The Employment Development Department (EDD) and the Department of Industrial Relations (DIR)/Division of Labor Standards Enforcement (DLSE) conduct joint seminars throughout California. Experienced DLSE deputy labor commissioners and EDD payroll tax consultants teach the seminars. They offer attendees important information regarding their legal requirements, employee rights, and obligations placed on both employers and employees.

Attendees also receive important publications and other useful handout materials, but most important, they will have the opportunity to ask questions directly to the experts.

You will learn:

- Differences between common law employees, independent contractors, and statutory employees.
- What records to keep, how long to maintain them, and what is open to inspection.
- Regulations regarding minimum wage, overtime, tips, and salary and hourly calculations.
- Licensing, registration, filing and payment requirements and options.

From October through December, these State Labor Law and Payroll Tax Seminars are scheduled in: Bakersfield, Carson, Chico, El Centro, Fresno, Lancaster, Los Angeles, Mission Viejo, Oakland, San Bernardino, San Francisco, San Jose, and Santa Rosa.

The EDD also provides other types of classroom and online seminars at no charge. To make a reservation for a seminar near you, go to www.edd.ca.gov/Payroll_Tax_Seminars/.

What's New!

Who is a household employer?

When does a household employer become subject to state payroll taxes and register with the EDD?

What payroll taxes do household employers pay?

To find the answers to these questions and more, go to our new EDD website page for household employers at:

www.edd.ca.gov/payroll_taxes/household_employer.htm.

Check 2014 Tax Rate Information Notice

You will receive your *Notice of Contribution Rates and Statement of UI Reserve Account* (DE 2088) for the period of January 1, 2014, to December 31, 2014, by December 31, 2013.

Carefully review the DE 2088 as it informs you of your 2014 tax rates and UI reserve account activity.

For 2014, the UI taxable wage limit and the Employment Training Tax (ETT) taxable wage limit is \$7,000 per employee. The ETT rate will remain at 0.1 percent (.001).

The DE 2088 also notifies employers of their 2014 State Disability Insurance (SDI) rate and taxable wage limit, and if they are subject to ETT.

For more information about the DE 2088 and your protest rights, refer to the *Explanation of the Notice of Contribution Rates and Statement of UI Reserve Account* (DE 2088C) or call 888-745-3886.

Employers and their agents can go to e-Services for Business at <https://eddservices.edd.ca.gov> to request more specific rate information.

If you have moved and have a change of address or agent update, inform the EDD immediately in order to receive your DE 2088 by December 31, 2013.

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