

2015 HOUSEHOLD EMPLOYER'S GUIDE

2015 Payroll Tax Rates, Taxable Wage Limits, and Maximum Benefit Amounts

Unemployment Insurance (UI)

- The 2015 taxable wage limit is \$7,000 per employee.
- The UI maximum weekly benefit amount is \$450.
- The UI tax rate for new employers is 3.4 percent (.034) for a period of two to three years.
- The employer rates are available online at <https://eddservices.edd.ca.gov>.

Employment Training Tax (ETT)

- The 2015 ETT rate is 0.1 percent (.001) on the first \$7,000 of each employee's wages.

State Disability Insurance (SDI)

- The 2015 SDI withholding rate is .9 percent (.009). The rate includes Disability Insurance (DI) and Paid Family Leave (PFL).
- The SDI taxable wage limit is \$104,378 per employee, per year.
- The 2015 DI/PFL maximum weekly benefit amount is \$1,104.

California Personal Income Tax (PIT) Withholding

You are not required to withhold PIT from household employees' wages. However, if you agree to withhold PIT for any of your household employees, PIT withholding is based on the amount of wages paid, the number of withholding allowances claimed by the employee, and the payroll period.

For additional rate information, refer to pages 11 and 12, or visit www.edd.ca.gov/payroll_taxes/rates_and_withholding.htm.

Important Information

e-Services for Business: Employers can register, view, manage their payroll tax account, file reports, make deposits, and pay liabilities online. Additional information is available online at <https://eddservices.edd.ca.gov>, or refer to [page 13](#).

New Employee Registry (NER): All employers are required by law to report all newly hired or rehired employees to the New Employee Registry (NER) within 20 days of their start-of-work date. Additional information is available online at www.edd.ca.gov/Payroll_Taxes/FAQ_-_California_New_Employee_Registry.htm or refer to [page 42](#).

Tax Seminars: The Employment Development Department (EDD) continues to partner with other agencies to provide you with the information you need to comply with California payroll tax laws. Additional information is available online at www.edd.ca.gov/payroll_tax_seminars/.

Quick and Easy Access to Tax Help, Forms, and Publications: Refer to [page 1](#) for instructions on how to obtain payroll tax forms and assistance from the Internet, phone, or Employment Tax Offices.

Fraud Prevention, Detection, and Reporting: For information on how to prevent and detect UI fraud, see [page 54](#). Improper payment of Unemployment Insurance (UI) benefits is a serious problem that has a financial impact on employers and can result in higher UI taxes to all employers. You can help by responding timely to requests for wage information. Additional information is available online at www.edd.ca.gov/unemployment/responding_to_ui_claim_notices.htm.

California Employer Newsletter: For the latest news and helpful information, refer to the quarterly online newsletter at www.edd.ca.gov/payroll_taxes/california_employer_newsletter.htm.

SDI Online: Employers, claimants, physicians/practitioners, and voluntary plan third-party administrators can securely submit DI and PFL claim information online. Additional information is available online at www.edd.ca.gov/disability or refer to [page 52](#).

Federal Unemployment Tax Act (FUTA) Tax Credit Reduction: For the latest information about the FUTA tax credit reduction, contact the Internal Revenue Service (IRS) at www.irs.gov or refer to the EDD website at www.edd.ca.gov/payroll_taxes/payroll_taxes_news.htm.



Edmund G. Brown Jr.
Governor

Dear Household Employer:

As the California economy continues to improve, the Employment Development Department (EDD) understands that household employers are busier than ever. Electronic services are commonplace today, with online banking, online shopping, and personal communication. We want to ensure that you have access to the electronic services needed to manage your payroll tax account online or to register for a class to gain a better understanding of your California payroll tax responsibilities.

We offer e-Services for Business, which is available 24 hours a day, 7 days a week. You can register your business, obtain an account number, then manage your account easily online. Managing your account online allows you to submit reports, make deposits, update your account, and much more. All you need to stay connected is a personal computer, laptop, or a smartphone. Enroll in e-Services for Business at <https://eddservices.edd.ca.gov> today!

In addition to payroll taxes, our website at www.edd.ca.gov contains information critical to employers and their employees on topics such as unemployment insurance, disability insurance, jobs and training, and labor market information. Our website also now features Google Translate™ to better serve our customers.

We remain committed to offering state payroll tax seminars at no cost to support and educate employers about their responsibilities. We also offer seminars in conjunction with other state and federal agencies. Find a seminar near you at www.edd.ca.gov/payroll_tax_seminars/.

To take advantage of our e-mail subscription service and receive the latest updates, reminders, and information about available services, sign up online at www.edd.ca.gov/about_edd/get_email_notices.htm.

For additional information about any of these services, seminars, or EDD forms and publications, visit our website at www.edd.ca.gov or call the Taxpayer Assistance Center at 888-745-3886. We hope these services are a great benefit to you in managing your business needs.

Sincerely,

A handwritten signature in black ink, appearing to read "Patrick W. Henning Jr.", written over a light gray rectangular background.

PATRICK W. HENNING JR.
Director



MANAGE YOUR PAYROLL TAX ACCOUNT ONLINE!

e-Services for Business

File reports, make deposits, update addresses, and much more.

Enroll Today for e-Services for Business at

<https://eddservices.edd.ca.gov>.



SEMINARS TO HELP EMPLOYERS SUCCEED!

The EDD offers both classroom-style seminars and online courses.

We are here to help you succeed.

For more information about our seminars, go online to

www.edd.ca.gov/payroll_tax_seminars/.

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e-Services for Business

- Manage your employer payroll tax account
- Register as an employer
- File reports
- Pay deposits and liabilities
- Make address changes

To use e-Services for Business, go to website at <https://eddservices.edd.ca.gov>.



Walk-In Offices

For information and advice on your payroll tax responsibilities, visit your local Employment Tax Office from 8 a.m. to 5 p.m., Pacific Time, Monday through Friday:

- Anaheim 2099 S. State College Blvd., #401, 92806
- Fresno 1050 O Street, 93721
- Oakland 7677 Oakport, Suite 400, 94621
- Redding 1325 Pine Street, 96001
- Sacramento 3321 Power Inn Road, Suite 220, 95826
- San Bernardino 658 East Brier Drive, Suite 300, 92408
- San Diego 10636 Scripps Summit Ct., Suite 202, 92131
- San Jose 906 Ruff Drive, 95110
- Santa Fe Springs .. 10330 Pioneer Blvd., Suite 150, 90670
- Van Nuys 6150 Van Nuys Blvd., Room 210, 91401

To find an office near you, go to www.edd.ca.gov/office_locator/.



Personal Computer

Access the EDD website at www.edd.ca.gov.

- Manage your employer payroll tax account at <https://eddservices.edd.ca.gov>.
- Obtain answers to frequently asked questions at www.edd.ca.gov/payroll_taxes/faqs.htm.
- Obtain information on payroll tax seminars at www.edd.ca.gov/payroll_tax_seminars/.
- Obtain information for tax professionals at www.edd.ca.gov/payroll_taxes/tax_practitioners.htm.
- Send comments and questions to the EDD online at www.edd.ca.gov/about_edd/contact_edd.htm. Select "Ask EDD."

Access the California Tax Service Center website at www.taxes.ca.gov for federal and California tax information for businesses and individuals.

Self-Service Offices

Tax forms and a free direct-line phone are available from 8 a.m. to 5 p.m., Pacific Time, Monday through Friday, at our self-service offices.

- Bakersfield 2000 K Street, Suite 420, 93301
- Chico 240 West 7th Street, 95928
- Eureka 409 K Street, Suite 202, 95501
- Los Angeles 5401 S. Crenshaw Blvd., Suite A, 90043
- Modesto 3340 Tully Road, Suite E-10, 95350
- San Francisco 745 Franklin Street, Suite 400, 94102
- Santa Rosa 50 D Street, Room 415, 95404
- Vallejo 1440 Marin Street, Suite 114, 94590
- Ventura 4820 McGrath Street, Suite 200, 93003

Forms and Publications

Download and order forms, instructions, and publications at www.edd.ca.gov/forms/.

We Want to Hear From You.

Please let us know how we can improve this guide to better meet your needs. Please send your comments and suggestions to:

Employment Development Department
 Publications and Marketing Services Group, MIC 93
 PO Box 826880
 Sacramento, CA 94280-0001

Fax: 916-654-6969



Phone

Toll-free from the U.S. or Canada:
888-745-3886
 Hearing impaired: 800-547-9565
 Outside the U.S. or Canada:
 916-464-3502

Staff is available from 8 a.m. to 5 p.m., Pacific Time, Monday through Friday, to answer your questions.

2015 CALENDAR OF FILING DATES

Delinquent if Not Postmarked or Received By	Annual Household Employers	Quarterly Household Employers
February 2, 2015	<ul style="list-style-type: none"> • File <i>Employer of Household Worker(s) Quarterly Report of Wages and Withholdings</i> (DE 3BHW) for quarter ending December 31, 2014. • File <i>Employer of Household Worker(s) Annual Payroll Tax Return</i> (DE 3HW) with payment for 2014. • Furnish Wage and Tax Statement (Form W-2) and Earned Income Tax Credit (EITC) notification to employees for 2014. (Refer to page 44 for additional information.) 	<ul style="list-style-type: none"> • File <i>Payroll Tax Deposit</i> (DE 88) with payment for quarter ending December 31, 2014. • File a <i>Quarterly Contribution Return and Report of Wages</i> (DE 9) and a <i>Quarterly Contribution Return and Report of Wages (Continuation)</i> (DE 9C) for quarter ending December 31, 2014. • Furnish Form W-2 and EITC notification to employees for 2014. (Refer to page 44 for additional information.)
April 30, 2015	<ul style="list-style-type: none"> • File DE 3BHW for quarter ending March 31, 2015. 	<ul style="list-style-type: none"> • File DE 88 with payment for quarter ending March 31, 2015. • File a DE 9 and DE 9C for quarter ending March 31, 2015.
July 31, 2015	<ul style="list-style-type: none"> • File DE 3BHW for quarter ending June 30, 2015. 	<ul style="list-style-type: none"> • File DE 88 with payment for quarter ending June 30, 2015. • File DE 9 and DE 9C for quarter ending June 30, 2015.
November 2, 2015	<ul style="list-style-type: none"> • File DE 3BHW for quarter ending September 30, 2015. 	<ul style="list-style-type: none"> • File DE 88 with payment for quarter ending September 30, 2015. • File DE 9 and DE 9C for quarter ending September 30, 2015.
February 1, 2016	<ul style="list-style-type: none"> • Furnish Form W-2 to employees for 2015. (Refer to page 44 for additional information.) 	<ul style="list-style-type: none"> • Furnish Form W-2 to employees for 2015. (Refer to page 44 for additional information.)
February 1, 2016	<ul style="list-style-type: none"> • File DE 3BHW for quarter ending December 31, 2015. • File DE 3HW with payment for 2015. 	<ul style="list-style-type: none"> • File DE 88 with payment for quarter ending December 31, 2015. • File DE 9 and DE 9C for quarter ending December 31, 2015.

SEMINARS TO HELP EMPLOYERS SUCCEED

The Employment Development Department (EDD) offers both classroom and online seminars:	
<ul style="list-style-type: none"> • State payroll reporting requirements and recordkeeping. • Determining if workers are employees or independent contractors. • Managing Unemployment Insurance costs. • Calculating and completing payroll tax forms. 	
The EDD and the Internal Revenue Service (IRS) jointly offer seminars on:	The EDD and the Division of Labor Standards Enforcement jointly present classes on:
<ul style="list-style-type: none"> • Federal/state payroll reporting and withholding requirements. • Online filing and payment options. • Properly classifying workers. 	<ul style="list-style-type: none"> • Wage and hour rules and regulations. • Common law and statutory employment definitions.
EDD online seminars include:	
<ul style="list-style-type: none"> • How to complete and when to submit the <i>Payroll Tax Deposit</i> (DE 88) coupon. • Determining if workers are employees or independent contractors. 	

WHO IS A HOUSEHOLD EMPLOYER?

You may be considered a household employer if you hire someone to work in or around your home and the worker is your employee. The worker is your employee if you can control not only what work is done, but how it is done. Refer to [page 4](#) for additional information.

Household employment may occur in a variety of settings, such as a:

- Private home
- Summer or winter home
- Local chapter of a college fraternity or sorority
- Apartment
- Condominium
- Hotel room (when the worker is employed by you, not the hotel)
- Boat or mobile home
- Local college club

Private homes include fixed places of residence, apartments, and hotel rooms in which an individual or family reside. Private homes do not include premises used primarily as a business enterprise, such as a residential care home, boarding house, hotel, hospital, etc., unless the workers are employed by the resident of such a facility and not by the business.

Refer to *Information Sheet: Household Employment* (DE 231L) for additional information about household employment. The DE 231L is available online at www.edd.ca.gov/pdf_pub_ctr/de231l.pdf.

You may contact the Taxpayer Assistance Center at 888-745-3886 to obtain the DE 231L or for assistance in determining whether the people who work for you are independent contractors or household employees.

For the latest news and helpful information,
refer to the online quarterly **California Employer Newsletter** at
www.edd.ca.gov/payroll_taxes/california_employer_newsletter.htm.

WHO ARE HOUSEHOLD EMPLOYEES?

You have a household employee if you hired someone to do household work and that worker is your employee. The worker is your employee if you control not only what work is done, but how it is done. If the worker is your employee, it does not matter whether the work is temporary, full-time, or part-time or that you hired the worker through an agency. If only the worker can control how the work is done, the worker is not your employee but is self-employed. A self-employed worker usually provides his or her own tools and offers services to the general public in an independent business. Refer to the table below for a list of workers who are or are not considered household employees. This list is not intended to be a complete list of household employees.

These Are Household Employees ¹	These Are Not Household Employees
<ul style="list-style-type: none"> • Baby-sitters¹ • Butlers • Caretakers • Chauffeurs • Cooks² • Crews of private yachts • Gardeners³ • Governesses/governors • Home health care workers • Housekeepers • Janitors • Laundry workers • Maids • Pilots of private airplanes for family use • Pool maintenance persons⁴ • Valets • Waiters/waitresses² 	<ul style="list-style-type: none"> • Carpenters • Electricians • Librarians • Musicians • Nurses leased from a nursing registry • Painters • Plumbers • Private secretaries • Tutors • Workers leased from an employee leasing service⁵ • Workers provided by independent businesses (for example: a janitorial service, catering service, gardening service, or pool maintenance service)
<p>Family Employment – Spouses, parents, minor children (under 18 years old), and registered domestic partners are not considered employees for payroll tax reporting purposes. However, if both the employer and exempt family member agree, they can voluntarily elect to withhold, report, and pay State Disability Insurance and/or Personal Income Tax. For additional information, refer to <i>Information Sheets: Family Employment</i> (DE 231FAM) and <i>Specialized Coverage (Elective Coverage for Exempt Workers)</i> (DE 231SC) available online at www.edd.ca.gov/Payroll_Taxes/Forms_and_Publications.htm.</p>	

¹ A worker who performs childcare services for you in his or her home generally is not your employee.

² Unless employed by a catering service.

³ Unless employed by a gardening service.

⁴ Unless employed by a pool maintenance service.

⁵ As long as the requirements of Section 606.5 of the California Unemployment Insurance Code (CUIC) are met.

The *Information Sheet: Household Employment* (DE 231L) is available online at www.edd.ca.gov/pdf_pub_ctr/de231l.pdf. You may also contact the Taxpayer Assistance Center at 888-745-3886 to obtain a DE 231L or for assistance in determining whether the people who work for you are independent contractors or household employees.

WHEN SHOULD YOU REGISTER AS AN EMPLOYER?

You must register with the Employment Development Department (EDD) within 15 days after you have paid \$750 or more in total cash wages in a calendar quarter to one or more people who work as your household employee. Refer to [page 4](#) for additional information about who is considered a household employee.

Cash wages include payment for services by check and cash. Do not include noncash wages, such as meals and lodging, when calculating whether you have reached \$750 in cash wages. Refer to “What Are Wages?” on [page 9](#) for a complete definition of cash and noncash wages.

Once you meet the \$750 in cash wage limit, you must also include all cash and noncash payments as subject wages. The amount of subject wages you pay in a calendar quarter will determine the payroll taxes you are required to withhold and pay.

If You Pay (in a Quarter)	Then
\$750 to \$999.99	Withhold State Disability Insurance (SDI) for the remainder of the current year and through the following year, even if wages fall below \$750 in a quarter.
\$1,000 or more	Withhold SDI and pay Unemployment Insurance (UI) and Employment Training Tax (ETT) for the remainder of the current year and through the following year, even if wages fall below \$1,000 in a quarter.

The following examples will help you decide when you must register with the EDD, begin reporting employee wages and withholdings, and pay payroll taxes:

Cash Wages	Meals and Lodging	Am I Required to Register?
\$700	\$149	You are not required to register, report employee wages, or withhold/pay any California payroll taxes because the cash wage limit of \$750 in a quarter has not been met (the value of meals and lodging is not included in reaching the \$750 cash wage limit).
\$750	\$75	You must register, report employee wages, and withhold SDI on the entire \$825. You are not required to pay UI and ETT because the cash wage limit of \$1,000 in a quarter has not been met.
\$900	\$150	You must register, report employee wages, and withhold SDI on the entire \$1,050. You are not required to pay UI and ETT because the cash wage limit of \$1,000 in a quarter has not been met (the value of meals and lodging is not included in reaching the \$1,000 cash wage limit).
\$1,000	\$100	You must register, report employee wages, pay UI and ETT, and withhold SDI on the entire \$1,100 because you have met the \$1,000 cash wage limit in a quarter .

You **are** required to report employee wages that are subject to California Personal Income Tax (PIT), but you **are not** required to withhold PIT unless you and your employee(s) agree that you will do so. Refer to [page 9](#) for information regarding PIT wages and [page 12](#) for information on PIT withholding.

HOW TO REGISTER AS AN EMPLOYER

You must register with the EDD as a household employer for California payroll tax purposes when you have paid cash wages totaling \$750 or more in one calendar quarter to one or more people who work as your household employee.

There are two types of household employers: Annual and Quarterly. Household employers who pay \$20,000 or less in cash and noncash wages in one calendar year may elect to register as an Annual household employer. Household employers who pay more than \$20,000 in cash and noncash wages will be registered as Quarterly household employers. Refer to [page 14](#) for filing requirements for each type of household employer to assist in determining whether you should register as Annual or Quarterly.



Register online using the EDD's e-Services for Business at <https://eddservices.edd.ca.gov>.

OR

Complete and mail a *Registration Form for Household Workers* (DE 1HW). Registration forms are available online at www.edd.ca.gov/payroll_taxes/forms_and_publications.htm.

Mail or fax the completed registration form to:

**Employment Development Department
Account Services Group, MIC 28
PO Box 826880
Sacramento, CA 94280-0001
Fax: 916-654-9211**

If you have questions about registering as a household employer, contact the Taxpayer Assistance Center at 888-745-3886.

Posting Requirements

Once you are registered with the EDD, you will receive a notice to post in your workplace that informs your employees of their rights under the Unemployment Insurance (UI) and State Disability Insurance (SDI) programs. SDI includes Disability Insurance (DI) and Paid Family Leave (PFL). This notice must be posted in a prominent location that is easily seen by your employees. You will receive one of the following notices if you are subject to:

- UI, DI, and PFL – *Notice to Employees* (DE 1857A).
- UI only – *Notice to Employees–Unemployment Insurance Benefits* (DE 1857D).
- DI and PFL only – *Notice to Employees* (DE 1858).

Notices and Pamphlets

Employers must provide a copy of the following notice and pamphlets to each employee to explain employees' benefit rights:

- *Notice to Employees* (DE 35) informs employees that their employer is required to send copies of the Employee's Withholding Allowance Certificate (Form W-4 [federal] or DE 4 [state]) to the Franchise Tax Board (FTB) if the certificate meets certain conditions. Refer to "Marital Status, Withholding Allowances, and Exemptions (Form W-4 and DE 4)" in the California Personal Income Tax Withholding section of the *California Employer's Guide* (DE 44) for further information. The DE 44 is available online at www.edd.ca.gov/pdf_pub_ctr/de44.pdf.
- *For Your Benefit: California's Programs for the Unemployed* (DE 2320) provides information on Unemployment Insurance (UI), Disability Insurance (DI), Paid Family Leave (PFL), and Workforce Services benefits available to the employee.
- *State Disability Insurance Provisions* (DE 2515) outlines DI benefits.
- *Paid Family Leave* (DE 2511) outlines PFL benefits.

For the latest news and helpful information,
refer to the online quarterly **California Employer Newsletter** at
www.edd.ca.gov/payroll_taxes/california_employer_newsletter.htm.

FOR ILLUSTRATIVE PURPOSES ONLY



This form will be the basic record of YOUR Account.
DO NOT FILE FORM UNTIL YOU HAVE PAID WAGES OF \$750.00.
 Please read the INSTRUCTIONS on reverse before completing form.
PLEASE TYPE OR PRINT in BLUE OR BLACK INK ONLY.
 Return this form to: _____
 If you are an agency providing household workers for clients, you must file a *Registration Form for Commercial Employers (DE 1)*.

EMPLOYMENT DEVELOPMENT DEPARTMENT
 ACCOUNT SERVICES GROUP, MIC 28
 P.O. BOX 826880
 SACRAMENTO CA 94280-0001
 (888) 745-3886 FAX (916) 654-9211
 www.edd.ca.gov

REGISTRATION FORM FOR EMPLOYERS OF HOUSEHOLD WORKERS

See reverse for registration instructions.

EDD ACCOUNT NUMBER									
				-					

DEPT. USE ONLY:	QUARTER		ONLINE PROCESS DATE

A. EMPLOYER(S) (S)	SOCIAL SECURITY NUMBER		CALIFORNIA DRIVER'S LICENSE #	
	000-00-0000		XXXXXXXX	
	000-00-0000		XXXXXXXX	

File this form online through e-Services for Business at <https://eddservices.edd.ca.gov>.

B. _____ (Box / Number and Street) P.O. BOX 12345	CITY	STATE	ZIP CODE	DAYTIME PHONE NUMBER
	ANYTOWN	CA	12345	(123) 555-7899

IN CARE OF:	C. EMPLOYEE WORK SITE ADDRESS: (Number and Street, not P.O. Box) 123 MY HOUSE STREET, ANYTOWN, CA 12345	COUNTY: PISMO
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D. INDICATE QUARTER & YEAR IN WHICH YOU FIRST PAID \$750 BUT NOT MORE THAN \$999 IN CASH WAGES: <input type="checkbox"/> Jan-Mar 20__ <input type="checkbox"/> Apr-Jun 20__ <input type="checkbox"/> Jul-Sept 20__ <input type="checkbox"/> Oct-Dec 20__ <input type="checkbox"/> NONE	E. Number of Employees: _____
---	----------------------------------

F. INDICATE QUARTER & YEAR IN WHICH YOU FIRST PAID \$1,000 OR MORE IN CASH WAGES: <input checked="" type="checkbox"/> Jan-Mar 20__ <input type="checkbox"/> Apr-Jun 20__ <input type="checkbox"/> Jul-Sept 20__ <input type="checkbox"/> Oct-Dec 20__ <input type="checkbox"/> NONE	G. Number of Employees: 2
--	------------------------------

H. HAVE YOU EVER OWNED OR BEEN A PRINCIPAL OWNER IN A BUSINESS REGISTERED WITH EDD? <input type="checkbox"/> No <input type="checkbox"/> Yes If Yes, complete I. _____	I. FORMER EDD ACCOUNT NUMBER(S): _____ BUSINESS NAME: _____ ADDRESS: _____ NOTE: If necessary, please provide additional information on a separate sheet.
---	--

J. ORGANIZATION TYPE: <input type="checkbox"/> INDIVIDUAL <input checked="" type="checkbox"/> CO-OWNERSHIP <input type="checkbox"/> CORPORATION <input type="checkbox"/> OTHER	K. FEDERAL TAX ID #: _____
---	-------------------------------

L. DO YOU ELECT TO PAY CALIFORNIA EMPLOYMENT TAXES ON AN ANNUAL BASIS? <input type="checkbox"/> No <input type="checkbox"/> Yes SEE INSTRUCTIONS FOR MORE INFORMATION
--

M. CONTACT PERSON FOR BUSINESS:	TITLE/COMPANY NAME	ADDRESS	DAYTIME PHONE NUMBER
JANE JONES	EMPLOYER	123 MY HOUSE ST. ANYTOWN	(123) 555-7899

E-MAIL: JJONES@ANYSERVER.COM

N. DECLARATION

I certify under penalty of perjury that the above information is true, correct, and complete, and that these actions are not being taken to receive a more favorable Unemployment Insurance Rate. I further certify that I have the authority to sign on behalf of the above business.

Signature: Jane Jones Title: EMPLOYER
 (Individual Owner, Co-owner, Corporate Officer, or authorized Agent)

Printed Name: JANE JONES Daytime Phone Number: (123) 555-7899 Date: 2-20-2015

O. PAYROLL TAX EDUCATION

Attend a payroll tax seminar that will help you understand how, what, and when to report State payroll taxes. Visit our Web site at www.edd.ca.gov/payroll_tax_seminars/ or call us at (888) 745-3886 for more information.

WHAT ARE WAGES?

Wages are all payments made to employees for personal services, whether paid by check, cash, or the reasonable cash value of noncash payments, such as meals and lodging. The method of payment and the frequency of the work do not change the taxability of wages paid to employees. Whether the employment is full-time, part-time, casual, or temporary, the wages paid to employees are still subject for payroll tax purposes. In addition, how employees are paid does not change the employer's responsibility for payroll taxes.

If you pay your employees' share of Social Security, Medicare, and/or State Disability Insurance (SDI) without deducting the amounts from their wages, these payments may also be wages. The *Information Sheet: Social Security/Medicare/SDI Taxes Paid by an Employer* (DE 231Q) is available online at www.edd.ca.gov/pdf_pub_ctr/de231q.pdf, or contact the Taxpayer Assistance Center at 888-745-3886.

What Are "Subject Wages?"

Generally, all wages are considered subject wages and are used to determine the amount of Unemployment Insurance (UI), Disability Insurance (DI), and Paid Family Leave (PFL) benefits a claimant should receive. Subject wages are the full amount of wages paid to an employee, regardless of the UI and SDI taxable wage limits. Refer to the inside cover for the 2015 taxable wage limits.

What Are Personal Income Tax (PIT) Wages?

Personal Income Tax (PIT) wages are cash and noncash payments subject to state income tax. (Wages that must be reported on an individual's California income tax return are PIT wages.) Most payments for household employees' services should be reported as PIT wages. For additional information about PIT wages, refer to [page 12](#).

An employee's calendar year total for PIT wages should agree with the amount reported on the employee's federal *Wage and Tax Statement* (Form W-2) in Box 16 (state wages, tips, etc.). Household employers are not required to withhold PIT; however, they are required to report PIT wages for each household employee.

Are Subject Wages and PIT Wages the Same?

In most situations, subject wages and PIT wages are the same. However, subject wages and PIT wages are reported separately on your EDD quarterly wage report.

For additional information:

- Annual household employers: refer to the *Information Sheet: Personal Income Tax Wages Reported on the Quarterly Report of Wages and Withholdings for Employers of Household Workers* (DE 3BHW) (DE 231PH).
- Quarterly household employers: refer to the *Information Sheet: Personal Income Tax Wages Reported on the Quarterly Contribution Return and Report of Wages (Continuation)* (DE 9C) (DE 231PIT).

These forms are available online at www.edd.ca.gov/payroll_taxes/forms_and_publications.htm or contact the Taxpayer Assistance Center at 888-745-3886 for assistance.

Values of Meals and Lodging

Meals and lodging provided to employees are wages. If your employees are covered under a contract of employment or union agreement, the taxable value of meals and lodging should not be less than the estimated value stated in that document. If the cash value is not stated in an employment contract or union agreement, please use the tables and information below to determine the value of the meals and/or lodging you provide to your employees. If you withhold Personal Income Tax (PIT) from your employees' wages, please refer to [page 12](#).

Value of Meals					
Year	3 Meals per Day	Breakfast	Lunch	Dinner	Meal Not Identified
2015	\$ 11.05	\$ 2.25	\$ 3.40	\$ 5.40	\$ 3.95
2014	\$ 10.90	\$ 2.25	\$ 3.35	\$ 5.30	\$ 3.90

To calculate the value of lodging, multiply the amount you could rent the property for (ordinary rental value) by 66 2/3 percent (0.6667). Ordinary rental value may be calculated on a monthly or weekly basis. The table below shows the minimum and maximum amounts to report for lodging.

Value of Lodging		
Year	Minimum per Week	Maximum per Month
2015	\$ 41.75	\$ 1,287
2014	\$ 40.70	\$ 1,255

For additional information, refer to *Information Sheet: Household Employment* (DE 231L), available online at www.edd.ca.gov/pdf_pub_ctr/de231l.pdf, or contact the Taxpayer Assistance Center at 888-745-3886 for assistance. Current and historical meals and lodging information is available online at www.edd.ca.gov/payroll_taxes/rates_and_withholding.htm.

For the latest news and helpful information, refer to the online quarterly **California Employer Newsletter** at www.edd.ca.gov/payroll_taxes/california_employer_newsletter.htm.

2015 Payroll Tax Table				
Payroll Tax	Who Pays	Taxable Wages	Tax Rate	Maximum Tax
Unemployment Insurance (UI) For more information, refer to <i>Information Sheet: California System of Experience Rating (DE 231Z)</i> available online at www.edd.ca.gov/pdf_pub_ctr/de231z.pdf .	Employer	First \$7,000 of wages per employee, in a calendar year.	New employer tax rate is 3.4 percent (.034) for a period of two to three years. Following this period, the tax rate is calculated annually based on each employer's previous UI experience and the condition of the UI Fund.	\$434 per employee, per year [calculated at the highest UI tax rate of 6.2 percent (.062)]. Your maximum UI tax amount will be less if your rate is less than 6.2 percent.
Employment Training Tax (ETT)	Employer	First \$7,000 of wages per employee, in a calendar year.	Set by law at 0.1 percent (.001) of UI taxable wages for employers with positive UI reserve account balances.	\$7 per employee, per year.
State Disability Insurance (SDI) Disability Insurance (DI) and Paid Family Leave (PFL) are components of the SDI program and are included in the SDI employee contributions.	Employee Employer withholds SDI contributions from employee wages; employers are responsible for SDI not withheld from employee wages. If the employer pays SDI for employee(s), refer to page 9 .	First \$104,378 of wages per employee, in a calendar year.	The 2015 withholding rate is .9 percent (.009). Set by law, the SDI rate may change each year. The EDD notifies employers of the new rate each December.	\$939.40 per employee, in a calendar year.
California Personal Income Tax (PIT)	Employee Household employers are not required to withhold PIT from employee wages unless both the employer and employee agree to withhold the tax. Refer to page 12 . However, the employee is still responsible for reporting wages and paying any PIT due to the California Franchise Tax Board (FTB).	Normally, all PIT wages (cash and noncash). See page 12 for information on when to exclude meals and lodging from PIT wages.	PIT is withheld based on each <i>Employee's Withholding Allowance Certificate</i> (Form W-4 or DE 4) and the withholding schedules available online at www.edd.ca.gov/Payroll_Taxes/Rates_and_Withholding.htm .	No maximum

Withholding California Personal Income Tax

If a household employee wishes to have California Personal Income Tax (PIT) withheld from his or her wages **and** you agree to withhold it, you need to report and send the PIT withheld to the EDD.

To have California PIT withheld, your employee(s) must complete a federal *Employee's Withholding Allowance Certificate* (Form W-4) or state *Employee's Withholding Allowance Certificate* (DE 4). You can refer your employee(s) to the online calculator at www.taxes.ca.gov/de4.pdf, which prints the DE 4 after calculating the withholding allowances.

The California Withholding Schedules are available online at www.edd.ca.gov/payroll_taxes/rates_and_withholding.htm to determine the amount of PIT to be withheld from wages.

The DE 4 is available for download or order online at www.edd.ca.gov/forms/ or contact the Taxpayer Assistance Center at 888-745-3886.

PIT Wages and the Value of Meals and Lodging: Meals and lodging are excluded from PIT wages and withholding if you provide meals and lodging to your employee(s) because it is convenient for you **and**:

- Meals are furnished on your premises;

and/or

- Lodging is furnished on your premises and is required as a condition of employment.

Example: A governess lives and eats meals in your home so she can take care of your children. The value of the meals and lodging would not be considered PIT wages, and PIT would not be withheld because the meals and lodging are furnished on your premises for your convenience.

The value of the meals and lodging would be included in total subject wages reported on the *Employer of Household Worker(s) Quarterly Report of Wages and Withholdings* (DE 3BHW) for Annual household employers and on the *Quarterly Contribution Return and Report of Wages (Continuation)* (DE 9C) for Quarterly household employers. For additional information, the *Information Sheet: Personal Income Tax Wages Reported on the Quarterly Report of Wages and Withholdings for Employers of Household Workers (DE 3BHW)* (DE 231PH) is available online at www.edd.ca.gov/pdf_pub_ctr/de231ph.pdf.

If the meals and lodging do not meet the exclusion listed above, these amounts must be added to the cash wages paid to your workers before computing the amount of PIT to withhold. Refer to the "Values of Meals and Lodging" tables on [page 10](#) to determine the cash value to report, or go online at www.edd.ca.gov/payroll_taxes/rates_and_withholding.htm.

Remember:

- An employee's calendar year total for PIT wages should agree with the amount reported in Box 16 on the employee's *Wage and Tax Statement* (Form W-2). Additional information about the Form W-2 is available on the Internal Revenue Service website at www.irs.gov.
- While household employers are not required to withhold PIT, they are required to report PIT wages on the DE 3BHW or DE 9C. The PIT wages are reported separately from subject wages on the quarterly wage reports (DE 3BHW or DE 9C) that you file with the EDD.

e-Services for Business

e-Services for Business offers both a paperless and mobile way to manage your payroll tax account, making it convenient and time-saving for you and/or your authorized agent. With access 24 hours a day, 7 days a week, there's always time to file reports, make tax payments, or attend to your other payroll tax account needs.

e-Services for Business. Online. Anytime at <https://eddservices.edd.ca.gov>.

Features:

- Register for an employer tax account number.
- Request your current and past three years payroll tax rates.
- Submit most of your returns/reports online.
- Update account information, including changing your address.
- File your *Report of New Employee(s)* (DE 34).
- Make payroll tax deposits, pay past liabilities, or make payment arrangements by electronic funds transfer or credit card.
- Close or inactivate your account.



Advantages:

- Fast, easy, and secure way to manage your payroll taxes online.
- One-time online enrollment.
- Ability to view and edit your returns/reports prior to submission.
- Available 24 hours a day, 7 days a week.

The EDD has created tutorials so employers, agents, and representatives can become familiar with e-Services for Business. These tutorials are available online at www.edd.ca.gov/payroll_taxes/e-services_for_business_tutorials.htm.

Visit frequently asked questions at www.edd.ca.gov/payroll_taxes/faq_-_e-services_for_business.htm for information about the EDD's other electronic services such as bulk transfer options, both voluntary and mandatory electronic funds transfer information, and more.

For more information regarding the e-Services for Business programs, visit e-Services for Business at <https://eddservices.edd.ca.gov>, e-mail ecom@edd.ca.gov, or contact the Taxpayer Assistance Center at 888-745-3886.

For the latest news and helpful information, refer to the online quarterly **California Employer Newsletter** at www.edd.ca.gov/payroll_taxes/california_employer_newsletter.htm.

ARE YOU AN ANNUAL OR QUARTERLY HOUSEHOLD EMPLOYER?

How to Report and Pay Your Taxes

There are two types of household employers: **Annual** household employers and **Quarterly** household employers. The following table explains the requirements for filing payroll tax reports and making tax payments for each type:

	Annual Household Employer	Quarterly Household Employer
Requirements	Reports wages quarterly and pays taxes annually.	Reports wages quarterly and pays taxes quarterly. Refer to page 25 .
Annual Wage Threshold	Pays household wages of \$20,000 or less annually and elects to be an Annual household employer.	Pays household wages that exceed \$20,000 annually or pays household wages of \$20,000 or less annually and does not elect to be an Annual household employer.
Forms Required (File online using e-Services for Business at https://eddservices.edd.ca.gov):		
Registration: →	<ul style="list-style-type: none"> • <i>Registration Form for Employers of Household Workers</i> (DE 1HW). • <i>Employer of Household Worker Election Notice</i> (DE 89) if election is made after filing DE 1HW. 	<i>Registration Form for Employers of Household Workers</i> (DE 1HW).
Each Quarter: →	<i>Employer of Household Worker(s) Quarterly Report of Wages and Withholdings</i> (DE 3BHW).	<ul style="list-style-type: none"> • <i>Payroll Tax Deposit</i> (DE 88) with payment. • <i>Quarterly Contribution Return and Report of Wages</i> (DE 9). • <i>Quarterly Contribution Return and Report of Wages (Continuation)</i> (DE 9C).
Each Year: →	<i>Employer of Household Worker(s) Annual Payroll Tax Return</i> (DE 3HW) with payment.	

ANNUAL HOUSEHOLD EMPLOYERS

Overview

Household employers who pay \$20,000 or less in cash and noncash wages in one calendar year may elect to make one yearly payment for their California payroll taxes.

- You will not automatically be considered an Annual household employer.
- If you do not elect to become an Annual household employer, you will be registered as a Quarterly household employer even if you pay \$20,000 or less in wages.
- If you elect to pay taxes annually, you must still report employee subject wages, Personal Income Tax (PIT) wages, and PIT withholdings quarterly.

Household employers may elect to become Annual household employers using one of the following forms:

- **Registration Form for Employers of Household Workers** (DE 1HW)
You may elect to become an Annual household employer when you register with the EDD by checking the “Yes” box in Item L on the DE 1HW or by selecting to file and pay annually when you register online with e-Services for Business at <https://eddservices.edd.ca.gov>.
- **Employer of Household Worker Election Notice** (DE 89)
If you previously registered with the EDD, you may complete the DE 89 and return it to the EDD to become an Annual household employer. Refer to information below regarding the DE 89.

As an Annual household employer, you must file the following forms:

- **Each Quarter:** Report employee subject wages, Personal Income Tax (PIT) and PIT withholding on a *Employer of Household Worker(s) Quarterly Report of Wages and Withholdings* (DE 3BHW).
- **Annually:** File an *Employer of Household Worker(s) Annual Payroll Tax Return* (DE 3HW) with a payment for the total payroll taxes due. If wages were reported during the year, you must submit your payment with the DE 3HW.

NOTE: If you are an Annual household employer and your total accumulated wages exceed \$20,000 during the year, you must notify the EDD immediately to change your filing status to Quarterly household employer. Refer to [page 24](#) for additional information.

File online with e-Services for Business at <https://eddservices.edd.ca.gov>.

Sample forms are provided on pages [8](#), [16](#), [18](#), and [20](#), respectively.

Employer of Household Worker Election Notice (DE 89)

Overview

Purpose: To elect the option to pay California payroll taxes annually instead of quarterly. If approved, the election is effective the first day of the calendar year in which the election is filed. If you pay more than \$20,000 in accumulated wages in a year, the election will be terminated, and you will be required to file and pay all payroll taxes owed for the year at the end of that calendar quarter.

How to Obtain: The DE 89 is available online at www.edd.ca.gov/pdf_pub_ctr/de89.pdf, or contact the Taxpayer Assistance Center at 888-745-3886.

FOR ILLUSTRATIVE PURPOSES ONLY



File this form online through e-Services for Business at <https://eddservices.edd.ca.gov>

Date: 4/2/2015

Account No. 000-0000-0

California law allows certain employers of household workers the option to pay California employment taxes for their household employees annually instead of quarterly. Information on wages paid to employees must still be reported on a quarterly basis on a form provided for this purpose. To be eligible to elect this option, an employer must:

- Be registered with the Employment Development Department (EDD) as an employer of household workers.
- Have no delinquent taxes or returns due to the EDD.
- Intend to pay \$20,000 or less in wages in a calendar year to your household employees. (The sum of all subject wages, cash or noncash, paid to all employees must be no more than \$20,000 per year.)

To elect this tax payment option, complete the election notice at the bottom of this document and return it to the address indicated below. If approved, you will be notified in writing. Once approved, the election is effective the first day of the calendar year, January 1, in which the election is filed.

As an annual payer, you will file the quarterly *Employer of Household Worker(s) Quarterly Report of Wages and Withholdings* (DE 3BHW) and the annual *Employer of Household Worker(s) Annual Payroll Tax Return* (DE 3HW). Until then, please continue to file the *Quarterly Contribution Return and Report of Wages* (DE 9) and the *Quarterly Contribution Return and Report of Wages (Continuation)* (DE 9C), along with your *Payroll Tax Deposit* (DE 88) coupon.

Please note, if you pay more than \$20,000 in wages in any given year, the election will be terminated, your account will revert back to a quarterly payer, and you will be required to file and pay all payroll taxes owed for the year at the end of the calendar quarter.

If you have any questions or need assistance, call the Taxpayer Assistance Center toll-free at 888-745-3886 or TTY 800-547-9565, or visit the EDD website at www.edd.ca.gov to view the *Household Employer's Guide* (DE 8829)

Please cut and return the bottom portion of this notice to the address below. You may also fax your election notice to 916-654-9211.

EMPLOYER OF HOUSEHOLD WORKER ELECTION NOTICE

I am an employer of household workers and wish to elect to pay California employment taxes annually. I intend to pay no more than \$20,000 per year in wages to my workers. I understand that if I pay more than \$20,000 during the year, the election will be terminated and I will be required to file and pay all payroll taxes owed for the year at the end of that calendar quarter. I will also be required to file quarterly tax returns with payment for the remainder of the year. I will then need to file a new election to be eligible for this program in the future.

<u>Jane Jones</u>	<u>4/2/2015</u>	<u>000-0000-0</u>
Signature	Date	Account Number
<u>JANE JONES</u>	<u>(123) 555-7899</u>	<u>P.O. BOX 12345</u>
Print Name	Phone Number	Address
<u>EMPLOYMENT DEVELOPMENT DEPARTMENT</u>	<u>ANYTOWN</u>	<u>CA 12345</u>
<u>PO BOX 826880 MIC 28</u>	City	State ZIP Code
<u>SACRAMENTO CA 94280-0001</u>		

**Employer of Household Worker(s)
Quarterly Report of Wages and Withholdings (DE 3BHW)**

Overview

Purpose: Household employers who pay less than \$20,000 in wages per year and elect to pay taxes annually use the DE 3BHW to report employee quarterly wages subject to Unemployment Insurance (UI), Employment Training Tax (ETT), State Disability Insurance (SDI) taxes, and Personal Income Tax (PIT) wages. If PIT is withheld, that amount is also reported on this form. **Even though taxes are paid just once a year, wages must be reported each quarter by state law.** For any quarter that you do not have wages, you must still file the report.

2015 Due Dates

Employer of Household Worker(s) Quarterly Report of Wages and Withholdings (DE 3BHW)

Report Covering	Due Date	Delinquent if Not Filed By
January, February, March	April 1, 2015	April 30, 2015
April, May, June	July 1, 2015	July 31, 2015
July, August, September	October 1, 2015	November 2, 2015
October, November, December	January 1, 2016	February 1, 2016

You must file a DE 3BHW each quarter even if you did not pay wages during the quarter. Penalty and interest will be charged on late filing of reports. Not having a form to complete is not considered “good cause” for filing your DE 3BHW late; refer to [page 58](#) for the definition of “good cause.”

Electronic filing: e-Services for Business at <https://eddservices.edd.ca.gov>.

- View and print reports previously submitted online.
- Save previously submitted names and Social Security numbers to use in new report.
- Submit corrections to previously submitted reports.

e-Services for Business. Online. Anytime.

For additional e-Services for Business features, refer to [page 13](#).

Paper filing: If you **do not** file online, then:

- The DE 3BHW will be mailed to you in March, June, September, and December of each year.

OR

- Download the DE 3BHW form at www.edd.ca.gov/pdf_pub_ctr/de3bhw.pdf.
- Order DE 3BHW forms at www.edd.ca.gov/forms/.

A sample of the DE 3BHW is available on [page 18](#). Instructions for completing the DE 3BHW are available online at www.edd.ca.gov/pdf_pub_ctr/de3bhw.pdf.

FOR ILLUSTRATIVE PURPOSES ONLY



EMPLOYER OF HOUSEHOLD WORKER(S)
QUARTERLY REPORT OF WAGES AND WITHHOLDINGS

APPROVED EXTENSION TO: _____

Instructions for completion are available on the back of this form.

PLEASE PRINT OR TYPE ALL INFORMATION IN BLACK INK - DO NOT ALTER PREPRINTED INFORMATION

QUARTER ENDED 06/30/2015 DUE 07/01/2015

DELINQUENT IF NOT POSTMARKED OR RECEIVED BY 07/31/2015 YR 15 QTR 2

EMPLOYER ACCOUNT NUMBER

000-0000-0



DO NOT ALTER THIS AREA						
DEPT. USE ONLY	P1	C	T	S	W	A
	Mo.		Day	Yr.	WIC	
	EFFECTIVE DATE	=	=	=		

A. NUMBER OF EMPLOYEES full-time and part-time who worked during or received pay subject to UI for payroll period which includes the 12th of the month.

1ST MONTH	2ND MONTH	3RD MONTH

B. No Payroll This Quarter

C. SOCIAL SECURITY NUMBER <u>000-00-0000</u>	D. EMPLOYEE NAME (FIRST, MIDDLE INITIAL, LAST) <u>MARY J. PAYNE</u>		
	E. TOTAL SUBJECT WAGES <u>3,000.00</u>	F. PIT WAGES <u>3,000.00</u>	G. PIT WITHHELD <u>0.00</u>
C. SOCIAL SECURITY NUMBER <u>000-00-0000</u>	D. EMPLOYEE NAME (FIRST, MIDDLE INITIAL, LAST) <u>CINDY V. SMITH</u>		
	E. TOTAL SUBJECT WAGES <u>1,000.00</u>	F. PIT WAGES <u>1,000.00</u>	G. PIT WITHHELD <u>0.00</u>
C. SOCIAL SECURITY NUMBER	D. EMPLOYEE NAME (FIRST, MIDDLE INITIAL, LAST)		
	E. TOTAL SUBJECT WAGES	F. PIT WAGES	G. PIT WITHHELD
C. SOCIAL SECURITY NUMBER	D. EMPLOYEE NAME (FIRST, MIDDLE INITIAL, LAST)		
	E. TOTAL SUBJECT WAGES	F. PIT WAGES	G. PIT WITHHELD
H. GRAND TOTAL SUBJECT WAGES <u>4,000.00</u>		I. GRAND TOTAL PIT WAGES <u>4,000.00</u>	J. GRAND TOTAL PIT WITHHELD <u>0.00</u>

K. I declare that the information herein is true and correct to the best of my knowledge and belief.

Signature Jane Jones Title EMPLOYER Phone (123) 555-7899 Date 07/21/15
(Employer, Accountant, Preparer, etc.)

You have received this *Employer of Household Worker(s) Quarterly Report of Wages and Withholdings* (DE 3BHW) in lieu of the *Quarterly Contribution Return and Report of Wages (Continuation)* (DE 9C) because you have elected to pay taxes for your household workers on an annual basis. This form will be mailed to you quarterly, and an *Employer of Household Worker(s) Annual Payroll Tax Return* (DE 3HW) will be mailed to you in the fourth quarter. This annual process is only available to employers who pay \$20,000 or less in household wages during the calendar year. If your wage estimate is understated and you do pay more than \$20,000 in wages in the calendar year, please follow the instructions on the back of this form under the "QUESTIONS" topic.

You must file this report even if you had no payroll by marking Item B and indicating "0" in each of the three boxes in Item A and in the Grand Total Boxes, Items H, I, and J. If you no longer have household worker(s) and would like to inactivate your employer account number, please complete a *Change of Employer Account Information* (DE 24), available on our Web site at http://www.edd.ca.gov/pdf_pub_ctr/de24.pdf or call our Taxpayer Assistance Center at (888) 745-3886. See the back of this form for further instructions.

MAIL TO: State of California / Employment Development Department / P.O. Box 826221 / MIC 28B / Sacramento, CA 94230-6221

DE 3BHW Rev. 8 (9-10) (INTERNET)

Page 1 of 2

CU

Employer of Household Worker(s) Annual Payroll Tax Return (DE 3HW)**Overview**

Purpose: Household employers who pay less than \$20,000 in wages per year and elect to pay taxes annually use the DE 3HW to send Unemployment Insurance (UI), Employment Training Tax (ETT), and State Disability Insurance (SDI) withheld to the EDD. If Personal Income Tax (PIT) is withheld, that amount is also sent to the EDD with this form.

NOTE: If your total accumulated wages exceed \$20,000 during the year, you must notify the EDD immediately that you need to change to a Quarterly household employer. Refer to [page 24](#) for information on changing from an Annual household employer to a Quarterly household employer.

2015 Due Dates**Employer of Household Worker(s) Annual Payroll Tax Return (DE 3HW)**

Report Covering	Due Date	Delinquent if Not Filed By
2015	January 1, 2016	February 1, 2016

If you are unable to pay all or part of your taxes on time, you must still file your DE 3HW. Penalty and interest will be charged on late payroll tax payments and reports. Not having a form to complete is not considered “good cause” for filing your DE 3HW late; refer to [page 58](#) for the definition of “good cause.”

Electronic filing: e-Services for Business at <https://eddservices.edd.ca.gov>.

- Fast, easy, and secure way to manage your payroll taxes online.
- View and edit reports prior to submission.
- Submit corrections to previously submitted reports.

e-Services For Business. Online. Anytime.

For additional e-Services for Business features, refer to [page 13](#).

Paper filing: If you do not file online, then:

- The DE 3HW will be mailed to you in December of each year.
- Your UI, ETT, and SDI rates will be entered on the preprinted DE 3HW form mailed to you. If you paid \$1,000 or more in cash wages in a quarter during the current year and/or in the previous year and your DE 3HW does not show UI and ETT rates, call 888-745-3886.

OR

- Download the DE 3HW form at www.edd.ca.gov/pdf_pub_ctr/de3hw.pdf.
- Order DE 3HW forms online at www.edd.ca.gov/forms/.

For assistance completing your DE 3HW, contact the Taxpayer Assistance Center at 888-745-3886. If outside the U.S. or Canada, call 916-464-3502.

A sample DE 3HW is available on [page 20](#). Instructions for completing the DE 3HW are available online at www.edd.ca.gov/pdf_pub_ctr/de3hw.pdf.

Learn more about payroll taxes through our seminars and online courses at www.edd.ca.gov/payroll_tax_seminars/.

FOR ILLUSTRATIVE PURPOSES ONLY

Examples were created using 2014 rates.
Refer to inside cover for 2015 rates.



EMPLOYER OF HOUSEHOLD WORKER(S)
ANNUAL PAYROLL TAX RETURN

PLEASE PRINT OR TYPE ALL INFORMATION IN BLACK INK - DO NOT ALTER PREPRINTED INFORMATION

APPROVED EXTENSION TO: _____

DELINQUENT IF NOT POSTMARKED OR RECEIVED BY _____

YEAR ENDED 12/31/15 DUE 01/01/16 YEAR 2015

EMPLOYER ACCOUNT NUMBER
000-0000-0

File this form online through e-Services for Business at <https://eddservices.edd.ca.gov>.

DO NOT ALTER THIS AREA	
DEPT. USE ONLY	P1 P2 C P U S T A
	EFFECTIVE DATE
	Mo. Day Yr.
	= = =

DETAILED INSTRUCTIONS ARE LOCATED ON THE BACK

CHECK BOX IF:

No Wages Paid This Year

No Longer Have Household Employees (Date) _____

Revert to Quarterly Reporting (Date) _____

A. TOTAL SUBJECT WAGES PAID THIS CALENDAR YEAR -----> 19,000.00

B. EMPLOYERS UNEMPLOYMENT INSURANCE (UI) TAXES
(Total Employee Wages up to \$7,000 per employee per calendar year)

WAGES	UI%	
(B1) <u>14,000.00</u>	X (B2) <u>3.4</u>	= (B3) <u>476.00</u>
(multiplied by)		

C. EMPLOYMENT TRAINING TAX (ETT)
(Total Employee Wages up to \$7,000 per employee per calendar year)

WAGES	ETT%	
(C1) <u>14,000.00</u>	X (C2) <u>0.1</u>	= (C3) <u>14.00</u>
(multiplied by)		

D. EMPLOYEE STATE DISABILITY INSURANCE (SDI) TAXES

Refer to publication *Tax Rates, Wage Limits, and Value of Meals and Lodging* (DE 3395) or our Web site at http://www.edd.ca.gov/pdf_pub_ctr/de3395.pdf

WAGES	SDI%	
(D1) <u>19,000.00</u>	X (D2) <u>1.00</u>	= (D3) <u>190.00</u>
(multiplied by)		

E. CALIFORNIA PERSONAL INCOME TAX (PIT) WITHHELD -----> 0.00
(Total PIT Withheld per Forms W-2)

F. TOTAL TAXES DUE (Add Items B3, C3, D3, and E) -----> 680.00

G. LESS VOLUNTARY PREPAYMENT OF TAXES MADE DURING THE YEAR -----> 680.00

H. BALANCE OF TOTAL TAXES DUE -----> 0.00

INCLUDE EMPLOYER ACCOUNT NUMBER ON YOUR CHECK. Do not staple check to return.
Make check payable to EMPLOYMENT DEVELOPMENT DEPARTMENT

I. Be sure to sign this declaration: *I declare that the information herein is true and correct to the best of my knowledge and belief.*

Signature Jane Jones Title EMPLOYER Phone (123) 555-7899 Date 01/08/16
(Employer, Accountant, Preparer, etc.)

MAIL TO: State of California / Employment Development Department / P.O. Box 826221 / MIC 288 / Sacramento, CA 94230-6221

Employer Paid Taxes for Employees

If you pay the State Disability Insurance (SDI) tax without deducting it from your employees' wages, the amount of the SDI you paid **is** considered an increase in the employees' wages and **should** be included in subject wages for Unemployment Insurance (UI), Employment Training Tax (ETT), and State Disability Insurance (SDI) purposes.

If you pay Social Security and/or Medicare without deducting them from your employees' wages, the amount you paid **is not** considered an increase in the employees' wages and **should not** be included in subject wages for UI, ETT, or SDI purposes.

If you and your employee have agreed to withhold PIT, the amount of Social Security, Medicare, or SDI that you paid without deducting from the employee's wages **should** be included in **PIT wages** and used to calculate the PIT withholding amount.

For assistance in calculating subject wages and PIT wages under these circumstances, refer to *Information Sheet: Social Security/Medicare/SDI Taxes Paid by an Employer* (DE 231Q). The DE 231Q is available online at www.edd.ca.gov/pdf_pub_ctr/de231q.pdf or contact the Taxpayer Assistance Center at 888-745-3886.

Refer to [page 32](#) on “How to Calculate Taxable Wages.”

For the latest news and helpful information,
refer to the online quarterly **California Employer Newsletter** at
www.edd.ca.gov/payroll_taxes/california_employer_newsletter.htm.

2015 Due Dates and Delinquency Dates

NOTE: When the last timely date falls on a Saturday, Sunday, or legal holiday, the “delinquent if not postmarked or received by” date falls on the next business day.

Form	Filing Due Dates	Delinquent if Not Postmarked or Received By
<i>Employer of Household Worker(s) Quarterly Report of Wages and Withholdings (DE 3BHW)</i>	April 1, 2015 for filing period of January, February, and March	April 30, 2015
	July 1, 2015 for filing period of April, May, and June	July 31, 2015
	October 1, 2015 for filing period of July, August, and September	November 2, 2015
	January 1, 2016 for filing period of October, November, and December	February 1, 2016
<i>Employer of Household Worker(s) Annual Payroll Tax Return (DE 3HW) (with payment)</i>	January 1, 2016 for year of 2015	February 1, 2016

If you cannot pay all or part of your taxes on time, you must still file the DE 3HW. **Penalty and interest will be charged on late payroll tax payments and reports.**

NOTE:

Electronic Filers:

- Follow the simple instructions online to submit timely reports at e-Services for Business at <https://eddservices.edd.ca.gov>.

Paper Filers:

- When your DE 3BHW or DE 3HW is mailed to the EDD, the postmark date is used to determine if your form is timely.
- For any quarter that you do not have wages to report, you must check the “No Payroll This Quarter” box (Item B) on the front of the DE 3BHW and send the form to the EDD. If you have any questions, contact the Taxpayer Assistance Center at 888-745-3886.

Correcting Previously Filed Reports

Electronic Filers: File online through e-Services for Business at <https://eddservices.edd.ca.gov> and follow the simple online instructions to make corrections to previously filed reports.

Paper Filers: Use the table below to correct your EDD reports with the *Tax and Wage Adjustment Form* (DE 678).

Form	Reason for Adjustment	How to Make an Adjustment
Correcting a previously filed <i>Employer of Household Worker(s) Quarterly Report of Wages and Withholdings</i> (DE 3BHW)	Incorrect employee Social Security number (SSN) reported.	Complete the DE 678, Section I, and make two entries in Section V for each quarter that was reported incorrectly. For the first entry, enter the quarter, incorrect SSN, employee name, and enter zeros in total subject wages, PIT wages, and PIT withheld fields. For the second entry, enter the quarter, correct SSN, employee name, total subject wages, PIT wages, and PIT withheld.
	Incorrect employee name reported.	Complete the DE 678, Section I, and make two entries in Section V for each quarter that was reported incorrectly. For the first entry, enter the quarter, SSN, incorrect employee name, and enter zeros in total subject wages, PIT wages, and PIT withheld fields. For the second entry, enter the quarter, SSN, correct employee name, total subject wages, PIT wages, and PIT withheld.
	Incorrect wages and/or PIT information reported for employees.	Complete the DE 678, Sections I and V. Enter the correct wages and/or PIT information for each employee by quarter . Information provided in annual amounts will be returned unprocessed. NOTE: If the DE 3HW was filed with incorrect information, also complete Section III.
	No SSN reported for employee.	Complete the DE 678, Section I, and make two entries in Section V for each quarter that was reported incorrectly. For the first entry, enter the quarter, all zeros (000-00-0000) for the SSN, employee name, and zeros for total subject wages, PIT wages, and PIT withheld. For the second entry, enter the quarter, SSN, employee name, total subject wages, PIT wages, and PIT withheld.
	Employee(s) not previously reported.	Complete the DE 678, Sections I and V. Report the employees, their SSNs, total subject wages, PIT wages, and PIT withheld by quarter . NOTE: If the DE 3HW was filed with incorrect information, also complete Section III.
Correcting a previously filed <i>Employer of Household Worker(s) Annual Payroll Tax Return</i> (DE 3HW)	Provided incorrect UI, ETT, SDI, and/or PIT information.	Complete the DE 678, Sections I, III, and IV, with the correct information. If the DE 3BHWs were filed incorrectly, also complete Section V of the DE 678 as instructed above. NOTE: If taxes are due, send a payment for the tax amount due plus penalty and interest, if any, with the DE 678.

The DE 678 and the *Instructions for Completing the Tax and Wage Adjustment Form* (DE 678-I) are available online at www.edd.ca.gov/payroll_taxes/forms_and_publications.htm. For questions about when or how to use the form, adjusting previously reported payroll taxes or wages, or to order forms, contact the Taxpayer Assistance Center at 888-745-3886.

No Longer Paying Wages

If you stop employing people to work in your home and do not intend to hire anyone in the future, you must notify the EDD by submitting a final *Employer of Household Worker(s) Quarterly Report of Wages and Withholdings* (DE 3BHW) and an *Employer of Household Worker(s) Annual Payroll Tax Return* (DE 3HW) with payment of any taxes due within 10 days.

If you plan to employ people to work in your home in the future but do not have payroll this quarter, mark “No Payroll This Quarter” (Item B) on the DE 3BHW and submit it to the EDD. This report must be filed even if no wages were paid in the quarter.

Electronic filers: Go to e-Services for Business at <https://eddservices.edd.ca.gov> and follow the online instructions to submit these reports.

Paper filers: Download forms online at www.edd.ca.gov/payroll_taxes/forms_and_publications.htm, or use the Internet order form at www.edd.ca.gov/forms/.

When to Change From an Annual Household Employer to a Quarterly Household Employer

If your total accumulated wages exceed \$20,000 during the year, you must notify the EDD immediately. Contact the Taxpayer Assistance Center at 888-745-3886 and an EDD representative will assist you in changing to a Quarterly taxpayer.

Household Employer

As a Quarterly household employer, you will no longer prepare a DE 3BHW and DE 3HW. Each quarter, you will complete a *Quarterly Contribution Return and Report of Wages* (DE 9) and a *Quarterly Contribution Return and Report of Wages (Continuation)* (DE 9C). You will begin sending a *Payroll Tax Deposit* (DE 88) coupon along with your tax payment to the EDD at least quarterly. If you are required to change to a Quarterly household employer mid-year, you must file a DE 3HW to cover the quarters you were an Annual household employer and a DE 9 and DE 9C for the quarters you were a Quarterly household employer. In the following years, you will no longer file a DE 3HW.

For an explanation of the responsibilities of a Quarterly household employer, please refer to the “Quarterly Household Employers” section of this guide, beginning on [page 25](#). This section includes sample forms.

QUARTERLY HOUSEHOLD EMPLOYERS

Overview

If your total annual accumulated wages (both cash and noncash) are more than \$20,000 or if you do not elect to become an Annual household employer, you must file wage reports quarterly and pay taxes at least quarterly.

Note: For information on how to elect to become an Annual household employer, refer to [page 15](#).
As a Quarterly household employer, you must submit the following forms:

- **Quarterly Contribution Return and Report of Wages** (DE 9).
- **Quarterly Contribution Return and Report of Wages (Continuation)** (DE 9C).
- **Payroll Tax Deposit** (DE 88).

The EDD offers a full range of online services for filing and paying state payroll taxes. Refer to the e-Services for Business section on [page 13](#).

Sample forms are available on pages [27](#), [29](#), and [31](#), respectively.

Need assistance in completing the paper *Payroll Tax Deposit* (DE 88) coupon? The EDD offers an online course, "How to Complete a Payroll Tax Deposit (DE 88/DE 88ALL)," to assist you. Additional information about this course and other online courses is available at www.edd.ca.gov/payroll_taxes/web_based_seminars.htm.

For the latest news and helpful information,
refer to the online quarterly **California Employer Newsletter** at
www.edd.ca.gov/payroll_taxes/california_employer_newsletter.htm.

Quarterly Contribution Return and Report of Wages (DE 9)

Overview

Purpose: Quarterly household employers use the *Quarterly Contribution Return and Report of Wages (DE 9)* to reconcile payroll tax payments and total subject wages reported for the quarter. **You must submit a DE 9 AND a Quarterly Contribution Return and Report of Wages (Continuation) (DE 9C) each quarter.** If your DE 9 shows payroll taxes due, prepare a *Payroll Tax Deposit (DE 88)* and include the correct payment quarter. Send the DE 88 with the amount due to the EDD using the preprinted DE 88 envelope.

2015 Due Dates for the Quarterly Contribution Return and Report of Wages (DE 9)

Report Covering	Due Date	Delinquent if Not Filed By
January, February, March	April 1, 2015	April 30, 2015
April, May, June	July 1, 2015	July 31, 2015
July, August, September	October 1, 2015	November 2, 2015
October, November, December	January 1, 2016	February 1, 2016

You must file a DE 9 each quarter even if you did not pay wages during the quarter. Penalty and interest will be charged on late filing of reports. Not having a form is not considered “good cause” for filing your DE 9 late; refer to [page 58](#) for the definition of “good cause.”

Electronic filing: File using e-Services for Business at <https://eddservices.edd.ca.gov>.

- Fast, easy, and secure way to manage your payroll taxes online.
- View and edit reports prior to submission.
- Submit corrections to previously submitted reports.

e-Services for Business. Online. Anytime.

For additional e-Services for Business features, refer to [page 13](#).

Paper filing: If you **do not** file online, then:

- The DE 9 will be mailed to you in March, June, September, and December of each year.
- OR
- Download the DE 9 online at www.edd.ca.gov/pdf_pub_ctr/de9.pdf.
 - Order DE 9 forms online at www.edd.ca.gov/forms/.

IMPORTANT: Your *Quarterly Contribution Return and Report of Wages (DE 9)* and *Quarterly Contribution Return and Report of Wages (Continuation) (DE 9C)* **must be mailed together** in an envelope that is **separate** from your *Payroll Tax Deposit (DE 88/DE 88ALL)* coupon and payment.

Your Unemployment Insurance (UI), Employment Training Tax (ETT), and State Disability Insurance (SDI) rates will be entered on the preprinted DE 9 mailed to you. If you paid \$1,000 or more in cash wages in a quarter during the current year and/or in the previous year and your DE 9 does not show UI and ETT rates, contact the Taxpayer Assistance Center at 888-745-3886.

A sample DE 9 is on [page 27](#). Instructions for filing the DE 9 are available online at www.edd.ca.gov/pdf_pub_ctr/de9.pdf.

For additional assistance, contact the Taxpayer Assistance Center at 888-745-3886. If outside the U.S. or Canada, call 916-464-3502.

FOR ILLUSTRATIVE PURPOSES ONLY

Examples were created using 2014 rates.
Refer to inside front cover for 2015 rates.



QUARTERLY CONTRIBUTION
RETURN AND REPORT OF WAGES



REMINDER: File your DE 9 and DE 9C together.

00090112

PLEASE TYPE THIS FORM—DO NOT ALTER PREPRINTED INFORMATION

QUARTER ENDED 03/31/2015

DUE 04/01/2015

DELINQUENT IF NOT POSTMARKED OR RECEIVED BY 04/30/2015

YR 15 QTR 1

EMPLOYER ACCOUNT NO.

000-0000-0

File this form online through e-Services for Business at <https://eddservices.edd.ca.gov>.

DO NOT ALTER THIS AREA

DEPT. USE ONLY

P1 P2 C P U S A

EFFECTIVE DATE Mo. Day Yr.

FEIN [] A. NO WAGES PAID THIS QUARTER B. OUT OF BUSINESS/NO EMPLOYEES

ADDITIONAL FEINS [] [] B1. OUT OF BUSINESS DATE M M D D Y Y Y Y

C. TOTAL SUBJECT WAGES PAID THIS QUARTER 20,000.00

D. UNEMPLOYMENT INSURANCE (UI) (Total Employee Wages up to \$ per employee per calendar year)
(D1) UI Rate % 3.4 TIMES (D2) UI TAXABLE WAGES FOR THE QUARTER 7,000.00 = (D3) UI CONTRIBUTIONS 238.00

E. EMPLOYMENT TRAINING TAX (ETT)
(E1) ETT Rate % .1 TIMES UI Taxable Wages for the Quarter (D2) = (E2) ETT CONTRIBUTIONS 7.00

F. STATE DISABILITY INSURANCE (SDI) (Total Employee Wages up to \$ per employee per calendar year)
(F1) SDI Rate % 1.0 TIMES (F2) SDI TAXABLE WAGES FOR THE QUARTER 20,000.00 = (F3) SDI EMPLOYEE CONTRIBUTIONS WITHHELD 200.00

G. CALIFORNIA PERSONAL INCOME TAX (PIT) WITHHELD 0.00

H. SUBTOTAL (Add Items D3, E2, F3, and G) 445.00

I. LESS: CONTRIBUTIONS AND WITHHOLDINGS PAID FOR THE QUARTER 445.00
(DO NOT INCLUDE PENALTY AND INTEREST PAYMENTS)

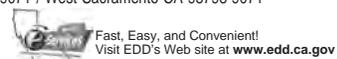
J. TOTAL TAXES DUE OR OVERPAID (Item H minus Item I) 0.00

If amount due, prepare a Payroll Tax Deposit (DE 88), include the correct payment quarter, and mail to: Employment Development Department, P.O. Box 826276, Sacramento, CA 94230-6276. NOTE: Do not mail payments along with the DE 9 and Quarterly Contribution Return and Report of Wages (Continuation) (DE 9C), as this may delay processing and result in erroneous penalty and interest charges. Mandatory Electronic Funds Transfer (EFT) filers must remit all SDI/PIT deposits by EFT to avoid a noncompliance penalty.

K. I declare that the above, to the best of my knowledge and belief, is true and correct. If a refund was claimed, a reasonable effort was made to refund any erroneous deductions to the affected employee(s).

Signature Joe Jones Title EMPLOYER Phone (123) 555-7899 Date 04/04/2015
(Owner, Accountant, Preparer, etc.)

SIGN AND MAIL TO: State of California / Employment Development Department / P.O. Box 989071 / West Sacramento CA 95798-9071



Quarterly Contribution Return and Report of Wages (Continuation) (DE 9C)

Overview

Purpose: Quarterly household employers must use the *Quarterly Contribution Return and Report of Wages (Continuation)* (DE 9C) to report employee wages subject to Unemployment Insurance (UI), Employment Training Tax (ETT), State Disability Insurance (SDI), and to report Personal Income Tax (PIT) wages. If PIT is withheld, that amount is also reported on this form. **You must submit a DE 9 and DE 9C each quarter.**

2015 Due Dates for the *Quarterly Contribution Return and Report of Wages (Continuation)* (DE 9C)

Report Covering	Due Date	Delinquent if Not Filed By
January, February, March	April 1, 2015	April 30, 2015
April, May, June	July 1, 2015	July 31, 2015
July, August, September	October 1, 2015	November 2, 2015
October, November, December	January 1, 2016	February 1, 2016

You must file a DE 9C each quarter even if you did not pay wages during the quarter. Penalty and interest will be charged on late reports. Not having a form is not considered “good cause” for filing your DE 9C late; refer to [page 58](#) for the definition of “good cause.”

Electronic filing: e-Services for Business at <https://eddservices.edd.ca.gov>.

- Fast, easy, and secure way to manage your payroll taxes online.
- View and edit reports prior to submission.
- Submit corrections to previously submitted reports.

e-Services for Business. Online. Anytime.

For additional e-Services for Business features, refer to [page 13](#).

Paper filing: If you **do not** file online, then:

- The DE 9C will be mailed to you in March, June, September, and December of each year.
- OR
- Download the DE 9C online at www.edd.ca.gov/pdf_pub_ctr/de9c.pdf.
 - Order DE 9C forms online at www.edd.ca.gov/forms/.

IMPORTANT: Your *Quarterly Contribution Return and Report of Wages (Continuation)* (DE 9C) and *Quarterly Contribution Return and Report of Wages* (DE 9) **must be mailed together** in an envelope that is **separate** from your *Payroll Tax Deposit* (DE 88/DE 88ALL) coupon and payment.

For additional assistance, contact the Taxpayer Assistance Center at 888-745-3886. If outside the U.S. or Canada, call 916-464-3502.

A sample DE 9C is available on [page 29](#). Instructions for completing the DE 9C are available online at www.edd.ca.gov/pdf_pub_ctr/de9c.pdf.

FOR ILLUSTRATIVE PURPOSES ONLY



QUARTERLY CONTRIBUTION RETURN AND REPORT OF WAGES (CONTINUATION)



009C0111

Page number of

REMINDER: File your DE 9 and DE 9C together. You must FILE this report even if you had no payroll. If you had no payroll, complete Items C and O.

YR 15 QTR 1

QUARTER ENDED 03/31/2015

DUE 04/01/2015

DELINQUENT IF NOT POSTMARKED OR RECEIVED BY 04/30/2015

EMPLOYER ACCOUNT NO. 000-0000-0

DO NOT ALTER THIS AREA

Form with checkboxes for P1, C, T, S, W, A and fields for EFFECTIVE DATE (Mo, Day, Yr) and WIC.

A. EMPLOYEES full-time and part-time who worked during or received pay subject to UI for the payroll period which includes the 12th of the month.

1st Mo. 1 2nd Mo. 1 3rd Mo. 1

File this form online through e-Services for Business at https://eddservices.edd.ca.gov.

B. Check this box if you are reporting ONLY Voluntary Plan Disability Insurance wages on this page. Report Personal Income Tax (PIT) Wages and PIT Withheld, if appropriate. (See instructions for Item B.) C. NO PAYROLL

D. SOCIAL SECURITY NUMBER 000-00-0000 E. EMPLOYEE NAME (FIRST NAME) MARY (M.I.) (LAST NAME) J SMITH

F. TOTAL SUBJECT WAGES 20,000.00 G. PIT WAGES 20,000.00 H. PIT WITHHELD 0.00

D. SOCIAL SECURITY NUMBER E. EMPLOYEE NAME (FIRST NAME) (M.I.) (LAST NAME) F. TOTAL SUBJECT WAGES G. PIT WAGES H. PIT WITHHELD

D. SOCIAL SECURITY NUMBER E. EMPLOYEE NAME (FIRST NAME) (M.I.) (LAST NAME) F. TOTAL SUBJECT WAGES G. PIT WAGES H. PIT WITHHELD

D. SOCIAL SECURITY NUMBER E. EMPLOYEE NAME (FIRST NAME) (M.I.) (LAST NAME) F. TOTAL SUBJECT WAGES G. PIT WAGES H. PIT WITHHELD

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D. SOCIAL SECURITY NUMBER E. EMPLOYEE NAME (FIRST NAME) (M.I.) (LAST NAME) F. TOTAL SUBJECT WAGES G. PIT WAGES H. PIT WITHHELD

D. SOCIAL SECURITY NUMBER E. EMPLOYEE NAME (FIRST NAME) (M.I.) (LAST NAME) F. TOTAL SUBJECT WAGES G. PIT WAGES H. PIT WITHHELD

I. TOTAL SUBJECT WAGES THIS PAGE 20,000.00 J. TOTAL PIT WAGES THIS PAGE 20,000.00 K. TOTAL PIT WITHHELD THIS PAGE 0.00

L. GRAND TOTAL SUBJECT WAGES 20,000.00 M. GRAND TOTAL PIT WAGES 20,000.00 N. GRAND TOTAL PIT WITHHELD 0.00

O. I declare that the information herein is true and correct to the best of my knowledge and belief.

Signature Jane Jones Title EMPLOYER (Owner, Accountant, Preparer, etc.) Phone (123) 555-7899 Date 04/01/2015

MAIL TO: State of California / Employment Development Department / P.O. Box 989071 / West Sacramento CA 95798-9071



Payroll Tax Deposit (DE 88)

Overview

Purpose: Quarterly household employers use the *Payroll Tax Deposit* (DE 88) coupon to pay Unemployment Insurance (UI), Employment Training Tax (ETT), and State Disability Insurance (SDI) withheld to the EDD. If Personal Income Tax (PIT) is withheld, that amount is also sent to the EDD with this coupon. Newly registered employers are sent a DE 88 booklet containing preprinted coupons about six weeks after registering with the EDD. **Newly registered employers can enroll and use e-Services for Business immediately to make deposits.**



e-Services for Business. Online. Anytime.

Electronic filing:

- Fast, easy, and secure way to manage your payroll taxes online.
- Ability to view and edit your returns/reports prior to submission.
- Available 24 hours a day, 7 days a week.
- Payroll agents can manage their clients' payroll tax accounts by enrolling in e-Services for Business through a third-party access.
- Now available using tablets and smartphones.

Join e-Services for Business today at <https://eddservices.edd.ca.gov>.

When Due:

- If you do not withhold Personal Income Tax (PIT) or if accumulated PIT withholdings are less than \$350, taxes (UI, ETT, SDI, and PIT) are due each quarter on January 1, April 1, July 1, and October 1.
- If PIT withholdings are \$350 or more, State Disability Insurance (SDI) and PIT may need to be deposited more frequently. Refer to [page 35](#) for the Withholding Deposits table.
- Refer to [page 35](#) for additional deposit information and due dates.

NOTE: A penalty of 15 percent (15%) (10% for periods prior to the 3rd quarter 2014) plus interest will be charged on late payroll tax deposits.

Paper filing:

If you **do not** file online, you will receive a DE 88 coupon booklet with preprinted payroll tax rates by March of each year. Preprinted envelopes are also sent with each DE 88 booklet.

The following are options available for obtaining DE 88 coupons:

- Download a blank DE 88 online at www.edd.ca.gov/pdf_pub_ctr/de88all.pdf.
- Order DE 88 forms using the EDD online order form at www.edd.ca.gov/forms/.
- Complete and mail the tear-out reorder postcard at the back of your DE 88 booklet. Allow six to eight weeks for delivery. If you do not have a reorder postcard, contact:

**Employment Development Department
Document Management Group, MIC 96
Attention: Forms Request Desk
PO Box 826880
Sacramento, CA 94280-0001**

**Phone: 916-654-7041 or 888-745-3886
Outside U.S. or Canada call 916-464-3502**

Detailed instructions are available in the DE 88 coupon booklet or the *Instructions for Preparing the Payroll Tax Deposit DE 88/DE 88ALL Coupon* (DE 88ALL-I) available online at www.edd.ca.gov/pdf_pub_ctr/de88alli.pdf. The Web-based tutorial "How to Complete a Payroll Tax Deposit (DE 88 or DE 88ALL)" is available at www.edd.ca.gov/payroll_taxes/web_based_seminars.htm.

Payroll Tax Deposit (DE 88)

Overview (Continued)

For additional assistance, contact the Taxpayer Assistance Center at 888-745-3886. If outside of the U.S. or Canada, call 916-464-3502.

PLEASE DO NOT USE ANOTHER EMPLOYER'S DE 88 COUPON. The coupons that we provide you are encoded with your EDD eight-digit employer account number. If you use another employer's coupon, our computers will read the EDD employer account number coded on the coupon and apply the payment accordingly.

The DE 88 booklet has your Unemployment Insurance (UI), Employment Training Tax (ETT), and State Disability Insurance (SDI) tax rates preprinted on the coupons. If you paid \$1,000 or more in cash wages in a quarter during 2014 and your DE 88 coupon does not show UI and ETT rates, contact the Taxpayer Assistance Center at 888-745-3886.

FOR ILLUSTRATIVE PURPOSES ONLY

Examples were created using 2014 rates.
Refer to inside front cover for 2015 rates.

Employment Development Department State of California		PAYROLL TAX DEPOSIT DE 88ALL		(TYPE OR PRINT IN BLACK INK ONLY)	
1. PAY DATE: MUST BE COMPLETED 0 3 3 1 1 5 <small>(Last PAY DATE covered by deposit)</small>		2. DEPOSIT SCHEDULE: (MUST MARK ONE BOX)		Rate Tax	4. DEPOSIT AMOUNTS:
P O BOX 826276 SACRAMENTO, CA 94230-6276 Employer Name JAMES AND JANE JONES Employer DBA Please enter on your check 0 0 DEVELOPMENT DEPT		NEXT-DAY <input type="checkbox"/>	A) UI	4 0 8 0 0	4 0 8 0 0
		SEMI-WEEKLY <input type="checkbox"/>	B) ETT	1 2 0 0	1 2 0 0
		MONTHLY <input type="checkbox"/>	C) SDI	1 5 6 0 0	1 5 6 0 0
		QUARTERLY <input checked="" type="checkbox"/>	D) California PIT	0 0 0	0 0 0
		3. QUARTER COVERED 1 5 1	E) Penalty	0 0 0	0 0 0
		DEVELOPMENT DEPT	F) Interest	0 0 0	0 0 0
		DEPARTMENT USE ONLY	G) TOTAL PAID \$	5 7 6 0 0	5 7 6 0 0
PREPARER'S SIGNATURE X <i>Jane Jones</i>		TELEPHONE NO. (123) 555-7899		TOTAL LINES A THROUGH F. DO NOT FOLD OR STAPLE. Make check payable to EDD .	

File this form online through e-Services for Business at <https://eddservices.edd.ca.gov>.

File online at <https://eddservices.edd.ca.gov>.

For the latest news and helpful information, refer to the online quarterly **California Employer Newsletter** at www.edd.ca.gov/payroll_taxes/california_employer_newsletter.htm.

How to Calculate Taxable Wages

Unemployment Insurance (UI) tax and Employment Training Tax (ETT) are calculated up to the UI taxable wage limit of each employee's wages per year and are paid by the employer. State Disability Insurance (SDI) tax is calculated up to the SDI taxable wage limit of each employee's wages in 2015 and is withheld from the employee's wages.

NOTE: Examples were created using 2014 UI taxable wage limit of \$7,000 and SDI taxable wage limits of \$101,636.

Example: An employer has two employees, Jane and John (for illustrative purposes only).

In the first quarter, Jane is paid \$10,000 and John is paid \$6,000. The employer pays UI tax and ETT taxes on \$7,000 of Jane's wages and all of John's wages. The employer will not pay UI and ETT taxes for Jane for the remainder of the year since she has reached the UI taxable wage limit. SDI is withheld from both employees' total wages.

First Quarter	<u>Taxable Wages</u>	<u>Taxable Wages</u>
	<u>UI/ETT</u>	<u>SDI</u>
Jane	\$ 7,000.00	\$ 10,000.00
John	<u>+ 6,000.00</u>	<u>+ 6,000.00</u>
Total Taxable Wages	\$ 13,000.00	\$ 16,000.00

In the second quarter, Jane is paid \$35,000 and John is paid \$500. The employer pays UI and ETT on John's total wages since the UI taxable wage limit has not been met. The employer withholds SDI from both employees' total wages since neither has reached the SDI taxable wage limit.

Second Quarter	<u>Taxable Wages</u>	<u>Taxable Wages</u>
	<u>UI/ETT</u>	<u>SDI</u>
Jane	\$ 00.00	\$ 35,000.00
John	<u>+ 500.00</u>	<u>+ 500.00</u>
Total Taxable Wages	\$ 500.00	\$ 35,500.00

In the third quarter, Jane is paid \$35,000 and John is paid \$8,000. The employer pays UI and ETT on \$500 of John's wages; he has now reached the UI taxable wage limit. The employer withholds SDI from both employees' total wages since neither has reached the SDI taxable wage limit.

Third Quarter	<u>Taxable Wages</u>	<u>Taxable Wages</u>
	<u>UI/ETT</u>	<u>SDI</u>
Jane	\$ 00.00	\$ 35,000.00
John	<u>+ 500.00</u>	<u>+ 8,000.00</u>
Total Taxable Wages	\$ 500.00	\$ 43,000.00

In the fourth quarter, Jane is paid \$37,000 and John is paid \$15,000. The employer only withholds SDI taxes on \$21,636 of Jane's wages since she reached the SDI limit. The employer withholds SDI from John's total wages since he was not paid more than the SDI taxable wage limit in the calendar year.

Fourth Quarter	<u>Taxable Wages</u>	<u>Taxable Wages</u>
	<u>UI/ETT</u>	<u>SDI</u>
Jane	\$ 00.00	\$ 21,636.00
John	<u>+ 00.00</u>	<u>+ 15,000.00</u>
Total Taxable Wages	\$ 00.00	\$ 36,636.00

How to Compute

State Disability Insurance (SDI) Withholding

The SDI tax rate (which includes Disability Insurance and Paid Family Leave) for calendar year 2015 is available on the inside cover. SDI tax is withheld from all cash and noncash wages paid to each employee in 2015 up to the SDI taxable wage limit. Noncash wages include meals and lodging (refer to “Values of Meals and Lodging” tables on [page 10](#)). Refer to **NOTE 2** below if you do not withhold SDI from your employees’ wages.

If SDI tax is withheld from your employees’ wages, a *Payroll Tax Deposit* (DE 88) coupon must be sent to the EDD at least once each quarter and must be postmarked or received by the dates listed in the table on [page 35](#). If you withhold more than \$500 in Personal Income Tax (PIT) from your employees during a quarter, refer to the California Deposit Requirement table available online at www.edd.ca.gov/payroll_taxes/timely_payroll_tax_deposits.htm or contact the Taxpayer Assistance Center at 888-745-3886 to determine when to send your SDI and PIT payment to the EDD.

Example: Total SDI taxable wages for the quarter are \$13,000 (for illustrative purposes only). Examples were created using the 2014 rates. Refer to the inside cover for the 2015 rates.

SDI Taxable Wages	\$13,000
x <u>SDI Tax Rate</u>	<u>x 0.010</u>
SDI Taxes Due	\$130.00 (Enter this amount in Box C of the DE 88)

NOTE:

1. If, after paying \$750 in cash wages in one or more quarters in a calendar year, you begin paying your employees less than \$750 in the following quarters, you must continue withholding SDI taxes from your employees’ wages through December of the following year. Once you exceed the threshold on wages, you continue to be subject through the following year.
2. If you pay the SDI tax without deducting it from your employees’ wages, the amount of SDI you paid is considered an increase in the employees’ wages and must be used to calculate Unemployment Insurance (UI), Employment Training Tax (ETT), and SDI withholding. The additional amount must also be included as PIT wages and used to calculate the PIT withholding amount if you and any of your employees have agreed to withhold PIT.

If you pay Social Security and/or Medicare taxes without deducting them from your employees’ wages, these payments are not considered an increase in the employees’ wages for UI, ETT, and SDI but **are** an increase in PIT wages that must be used to calculate the PIT withholding amount.

Assistance in calculating subject wages and PIT wages under these circumstances is available online. Refer to *Information Sheet: Social Security/Medicare/SDI Taxes Paid by an Employer* (DE 231Q) at www.edd.ca.gov/pdf_pub_ctr/de231q.pdf or contact the Taxpayer Assistance Center at 888-745-3886.

How to Compute

Unemployment Insurance (UI) Tax and Employment Training Tax (ETT)

If you pay cash and noncash wages of \$1,000 or more in a calendar quarter to your household employees, in addition to withholding State Disability Insurance (SDI), you must pay UI tax and ETT at the following rates:

- The UI tax rate for new employers or those newly subject to UI is 3.4 percent (.034). Your tax rate will be given to you when you register with the EDD or become subject to UI. Your tax rates (UI, ETT, and SDI) are updated once each year with a *Notice of Contribution Rates and Statement of UI Reserve Account* (DE 2088) and mailed to you in December, showing the rates for the upcoming year. UI tax is paid on cash and noncash wages paid to each employee in 2015 up to the UI taxable wage limit. Refer to the inside cover for the 2015 UI taxable wage limit. Noncash wages include meals and lodging. Refer to “Values of Meals and Lodging” on [page 10](#).
- The ETT rate is set by law at 0.1 percent (.001) on your UI taxable wages. However, if you have a negative UI reserve account balance on June 30, you will not be required to pay ETT the following calendar year. The annual DE 2088 will show whether your rate is zero (0) or 0.1 percent (.001).

Example: You have two employees and your total UI taxable wages for the quarter are \$12,000 (for illustrative purposes only). The UI tax rate is 3.4 percent (.034). The ETT rate is 0.1 percent (.001). Examples were created using standard starting rates, your UI rate may differ.

UI Taxable Wages	\$12,000
x <u>UI Tax Rate</u>	x <u>0.034</u>
UI Taxes Due	\$408.00 (Enter this amount in Box A of the DE 88)

UI Taxable Wages	\$12,000
x <u>ETT Rate</u>	x <u>0.001</u>
ETT Due	\$ 12.00 (Enter this amount in Box B of the DE 88)

The UI tax and ETT amounts are paid by the employer and are not withheld from employees’ wages.

Your payroll taxes and a *Payroll Tax Deposit* (DE 88) coupon **must** be submitted to the EDD each quarter, unless you filed electronically.

File online at e-Services for Business at <https://eddservices.edd.ca.gov>. If you do not file online you may file by paper method. All payments must be received or postmarked by the dates listed on the table on [page 35](#).

Learn more about payroll taxes through our seminars and online courses at www.edd.ca.gov/payroll_tax_seminars/.

2015 Due Dates and Delinquency Dates

For online filing options, refer to [page 13](#).

Withholding Deposits

Form	Calendar Quarter	If You Have Accumulated PIT Withholding Of	PIT and SDI Deposit Due By ²
<i>Payroll Tax Deposit</i> (DE 88)	January, February, and March (1 st Quarter)	Less than \$350	April 30, 2015 ³
		\$350 - \$500 ¹	15 th of the following month
	April, May, and June (2 nd Quarter)	Less than \$350	July 31, 2015 ³
		\$350 - \$500 ¹	15 th of the following month
	July, August, and September (3 rd Quarter)	Less than \$350	November 2, 2015 ³
		\$350 - \$500 ¹	15 th of the following month
	October, November, and December (4 th Quarter)	Less than \$350	February 1, 2016 ³
		\$350 - \$500 ¹	15 th of the following month

¹ If you withhold more than \$500 in PIT, refer to the California Deposit Requirement table available online at www.edd.ca.gov/payroll_taxes/timely_payroll_tax_deposits.htm or contact the Taxpayer Assistance Center at 1-888-745-3886 to determine the correct due date of your tax payment.

² If the deposit due date falls on a Saturday, Sunday, or a legal holiday, the due date is extended to the next business day.

³ For household employers who have paid \$1,000 or more in wages in a calendar quarter, a deposit of Unemployment Insurance and Employment Training Tax not previously paid is also due each quarter by these due dates.

NOTE: When your DE 88 is mailed to the EDD, the postmark date is used to determine if your payment is timely. Penalty and interest will be charged on each late payroll tax payment.

2015 Due Dates and Delinquency Dates (Continued)

Withholding Deposits

To ensure timely settlement of your electronic payments, please note:

- An Electronic Funds Transfer (EFT) Automated Clearing House (ACH) **debit** transaction must be completed before 3 p.m., Pacific Time, on or before the last timely date to ensure a timely settlement date.
- EFT ACH **credit** transactions are processed based on individual bank requirements. Ask your bank what day you should report your payment to ensure a timely settlement date.

Quarterly Reports

Form	Filing Due Dates	Delinquent if Not Postmarked or Received By
<i>Quarterly Contribution Return and Report of Wages (DE 9)</i> and <i>Quarterly Contribution Return and Report of Wages (Continuation) (DE 9C)</i>	April 1, 2015 for filing period of January, February, and March	April 30, 2015
	July 1, 2015 for filing period of April, May, and June	July 31, 2015
	October 1, 2015 for filing period of July, August, and September	November 2, 2015
	January 1, 2016 for filing period of October, November, and December	February 1, 2016

If you cannot pay all or part of your taxes on time, you must still file the DE 9 and DE 9C. Penalty and interest will be charged on each late payroll tax payment and report/return.

NOTE:

- When your DE 9 and DE 9C are mailed to the EDD, the postmark date is used to determine if your returns are timely.
- For any quarter that you do not have wages to report, you must check the “No Wages Paid this Quarter” (Item A) on the DE 9 and the “No Payroll” box (Item C) on the DE 9C and send the forms to the EDD. If you have any questions, contact the Taxpayer Assistance Center at 888-745-3886.

Correcting Previously Submitted Payroll Tax Deposits

You can correct prior *Payroll Tax Deposit* (DE 88) tax deposit(s) online through e-Services for Business at <https://eddservices.edd.ca.gov>, even if it was submitted on paper.

The following two tables clarify when to notify the EDD of adjustments and how to make them.

Form	Reason for Adjustment	How to Make an Adjustment
Correcting previously submitted <i>Payroll Tax Deposit</i> (DE 88) coupons	Overpaid UI, ETT, SDI, and/or PIT on a DE 88 prior to filing your <i>Quarterly Contribution Return and Report of Wages (DE 9) and Quarterly Contribution Return and Report of Wages (Continuation) (DE 9C)</i> .	On the next DE 88 for the same calendar quarter , reduce the amount of taxes due by the amount of the overpayment. Do not show credits on the DE 88.
	Overpaid UI, ETT, SDI, and/or PIT on a DE 88 prior to filing DE 9/DE 9C and you cannot reduce the overpayment on your next deposit within the quarter.	Claim a refund on line J when you file your DE 9 at the end of the quarter.
	Overwithheld PIT and <ul style="list-style-type: none"> • DE 9 was filed. • DE 9C was filed. • Form W-2 was issued to the employee. 	<p>DO NOT:</p> <ul style="list-style-type: none"> • Refund overwithheld PIT to the employee; • Change the California PIT withholding amount shown on the Form W-2; or • File a claim for refund with the EDD. <p>The employee will receive a credit for the PIT overwithholdings when filing a California State income tax return with the Franchise Tax Board (FTB).</p>
	Underpaid UI, ETT, SDI, and/or PIT prior to filing your DE 9/DE 9C .	File a DE 88 and pay the amount due, including penalty and interest. Indicate the payroll date on the DE 88.
	Underpaid UI, ETT, SDI, and/or PIT and your DE 9/DE 9C was filed .	Complete a DE 88 and pay the additional amount due for the quarter, including any penalty and interest, or when you receive a <i>Statement of Account</i> (DE 2176) in the mail, pay the balance due.
	Allocated the wrong amounts to specific funds on a DE 88.	Do not adjust. The EDD will make the necessary adjustments at the end of the quarter when your DE 9 is filed.

When **written permission** is obtained from an employee, you are authorized to adjust any overwithheld or underwithheld California PIT from the employee if the adjustment is made within the same calendar year and before the IRS *Wage and Tax Statement* (Form W-2) is issued.

Overwithheld SDI and/or PIT must be credited or refunded to your employee **before** you can take a credit or receive a refund from the EDD. You should obtain a receipt from the employee whenever a credit adjustment or repayment of overwithheld tax is made.

NOTE: A claim for credit or refund must be filed within three years of the delinquent date for the quarter being adjusted.

Correcting Previously Filed Reports

Correct previously filed reports online at e-Services for Business at <https://eddservices.ca.gov>. Reports filed by paper may also be corrected online.

Form	Reason for Adjustment	How to Make an Adjustment
Correcting previously filed <i>Quarterly Contribution Return and Report of Wages</i> (DE 9)	Provided incorrect UI, ETT, SDI, and/or PIT information.	File a DE 9ADJ. Complete Sections I and II with the correct information. If DE 9C forms were filed incorrectly, also complete Section III of the DE 9ADJ as instructed above NOTE: If taxes are due, send a payment for the tax amount plus penalty and interest, if any, with the DE 9ADJ.
Correcting previously filed <i>Quarterly Contribution Return and Report of Wages (Continuation)</i> (DE 9C)	Incorrect employee Social Security number (SSN) or name reported.	File a DE 9ADJ. Complete Sections I and III. Section III requires two entries. For the first entry, enter the quarter, incorrect SSN, employee name, and enter zeros in total subject wages, PIT wages, and PIT withheld fields. For the second entry, enter the corrected information. For examples, refer to page 2 of the DE 9ADJ-I Instructions.
	Incorrect wages and/or PIT information for employees previously reported.	File a DE 9ADJ. Complete Sections I and III with correct wages and/or PIT information for each employee by quarter. For examples, refer to page 2 of the DE 9ADJ-I Instructions. NOTE: If DE 9 has been filed with incorrect information, also complete Section II.
	No SSN reported for employee.	File a DE 9ADJ. Complete Sections I and III. Section III requires two entries. For the first entry, enter the quarter, all zeros for the SSN filed, employee name, and zeros in subject wages, PIT wages, and PIT withheld fields. In the second entry, enter the corrected information. For examples, refer to page 2 of the DE 9ADJ-I Instructions.
	Employee(s) not previously reported.	File a DE 9ADJ. Complete Sections I and III with unreported employee(s) SSN and full name, total subject wages, PIT wages, and PIT withheld by quarter. NOTE: If a DE 9 has been filed with incorrect information, also complete Section II.

The *Instructions for Completing the Quarterly Contribution and Wage Adjustment Form* (DE 9ADJ-I) is available online at www.edd.ca.gov/pdf_pub_ctr/de9adji.pdf. Contact the Taxpayer Assistance Center at 888-745-3886 for additional assistance.

A sample DE 9ADJ is available on pages [39](#) and [40](#).

FOR ILLUSTRATIVE PURPOSES ONLY

Examples were created using 2014 rates.
Refer to inside front cover for 2015 rates.



QUARTERLY CONTRIBUTION AND WAGE ADJUSTMENT FORM

STATUTE OF LIMITATIONS
A claim for refund or credit must be filed within three years of the last timely filing date of the quarter being adjusted.



You can file this adjustment form online through the Employment Development Department's (EDD) e-Services for Business. Please visit our website at www.edd.ca.gov. See *Instructions for Completing the Quarterly Contribution and Wage Adjustment Form (DE 9ADJ-I)* for completing this form.

SECTION I: (PLEASE PRINT)

BUSINESS NAME: JAMES AND JANE JONES
 ADDRESS: 12345
 CITY: CA 12345

YEAR / QUARTER

15/1

EMPLOYER ACCOUNT NO.

000-0000-0

File this form online through e-Services for Business at <https://eddservices.edd.ca.gov>.

OVERSTATED 1ST QUARTER BY 9,000.00, DID NOT REPORT ONE EMPLOYEE

SECTION II: ADJUSTMENT TO WAGES AND CONTRIBUTIONS

	(1) Previously reported	(2) Should have reported	(3) DIFFERENCES Debit/(Credit)
A. TOTAL SUBJECT WAGES.....	9,000.00	18,000.00	9,000.00
B. UNEMPLOYMENT INSURANCE (UI) Taxable Wages	7,000.00	14,000.00	7,000.00
C. STATE DISABILITY INSURANCE (SDI) Taxable Wages	9,000.00	18,000.00	9,000.00
D. EMPLOYER'S UI CONTRIBUTIONS (UI Rate 3.4 % times B).....	238.00	476.00	238.00
E. EMPLOYMENT TRAINING TAX (ETT Rate 0.1 % times B).....	7.00	14.00	7.00
F. STATE DISABILITY INSURANCE* (SDI) Withheld (SDI Rate 1.0 % times C; complete Box 1 below if credit on row F.)...	90.00	180.00	90.00
G. PERSONAL INCOME TAX (PIT) Withheld (Complete Box 2 below if credit on line G.).....	0.00	300.00	300.00
H. SUBTOTAL (Lines D, E, F, and G)	335.00	970.00	635.00
I. Penalty (Refer to instructions on DE 9ADJ-I)			57.00
J. Interest (Refer to instructions on DE 9ADJ-I)			0.00
K. Erroneous SDI Deductions not refunded (See Box 1, NOTE below)			0.00
L. Less contributions and withholdings paid for the quarter			400.00
M. Total taxes due or overpaid (H2 + I + J + K) - L			627.00

* Includes Paid Family Leave amount.

BOX 1. STATE DISABILITY INSURANCE OVERPAYMENTS (Must be completed for credit to be allowed.)

1. Was the credit claimed in column 3 withheld from the wages of employee(s)? Yes No
 If yes, has this amount been refunded to employee(s)? Yes No
 If not refunded: employee(s) no longer employed, unable to locate.
 NOTE: The EDD cannot refund these contributions to you unless you first refund the erroneous deductions to the employee(s).
 (List each employee name, Social Security Number, and amount of SDI not refunded.)

BOX 2. PERSONAL INCOME TAX OVERPAYMENTS (Must be completed for credit to be allowed.)

If you paid the Employment Development Department (EDD) more than the amount of California PIT withheld from wages of employee(s), you can adjust the amount reported by using this form. The EDD will allow credit adjustments prior to the issuance of Forms W-2. **If you have already issued Forms W-2, please read the additional information on page 2 before proceeding.**

1. Was the credit claimed in column 3 withheld from the pay of employee(s)? Yes No
 If yes, has this credit been refunded to employee(s)? Yes No
 2. Was the credit claimed in column 3 included on Forms W-2 issued to employee(s)? Yes No

Be sure to sign this declaration: I declare that the information herein is true and correct to the best of my knowledge and belief.

Signature Jane Jones Title EMPLOYER Phone (123) 555-7899 Date 05/01/2015
(Owner, Accountant, Preparer, etc.)

SIGN AND MAIL TO: Employment Development Department / P.O. Box 989073 / West Sacramento, CA 95798-9073

No Longer Paying Wages

If you stop employing people to work in your home and do not intend to hire anyone in the future, you must send the EDD a final *Quarterly Contribution Return and Report of Wages* (DE 9) (enter the last date you paid wages), a *Quarterly Contribution Return and Report of Wages (Continuation)* (DE 9C), and *Payroll Tax Deposit* (DE 88) coupon with payment of any taxes within 10 days. If you plan to employ people to work in your home in the future but do not have payroll this quarter, mark “No Wages Paid this Quarter” (Item A) on the DE 9 and “No Payroll” (Item C) on the DE 9C and send to the EDD. These reports must be filed even if no wages were paid in the quarter. These forms are available online at www.edd.ca.gov/forms/, or contact the Taxpayer Assistance Center at 888-745-3886 for assistance.

Employers may inactivate their account online using e-Services for Business at <https://eddservices.edd.ca.gov>.

For the latest news and helpful information,
refer to the online quarterly **California Employer Newsletter** at
www.edd.ca.gov/payroll_taxes/california_employer_newsletter.htm.

REPORTING NEW EMPLOYEES

Purpose: All employers are required by law to report all newly hired or rehired employees to the New Employee Registry (NER) within 20 days of their start-of-work date, which is the first day services were performed for wages.

- **NEWLY HIRED** employees are those individuals who have not previously been included on your payroll.
- **REHIRED** employees are those individuals who were previously included on your payroll, left your employment, and were rehired after a separation of at least 60 consecutive days.

The NER assists California’s Department of Child Support Services and Department of Justice in locating parents to collect delinquent child support payments. Employers must also report the actual start-of-work date (not the date hired) for each newly hired employee so that the NER data can be cross-matched to the Unemployment Insurance (UI) benefit file. This will result in the early detection and prevention of UI benefit overpayments.

Filing Options for Reporting New or Rehired Employees

The following options are available to report new or rehired employees:

1. File online at <https://eddservices.edd.ca.gov>. It’s fast, easy, and secure.
2. Download the DE 34 form online at www.edd.ca.gov/pdf_pub_ctr/de34.pdf.
3. Order DE 34 forms using our online order form at www.edd.ca.gov/forms.

When Due: You must report all newly hired employees (refer to “Who Are Household Employees?” on page 4) within 20 days of the start-of-work date, which is the first day of work. Any employee that is rehired or returns to work after a separation of at least 60 consecutive days must also be reported within the 20 days.

The following information must be included when reporting new employees:

Employer Information	Employee Information
EDD eight-digit employer account number	First name, middle initial, and last name
Federal Employer Identification Number (FEIN)	Social Security number (SSN)
Business name	Home address
Business address	Start-of-work date
Contact person and phone number	

A sample DE 34 is available on [page 43](#).

Filing an Informal Report

If you are not able to obtain a DE 34 form by the due date, file an informal report or a copy of the employee’s Form W-4 to avoid penalty and interest charges. Your informal report should include all the information listed in the above table.

Mail or fax your new employee information to:

**Employment Development Department
 Document Management Group, MIC 96
 PO Box 997016
 West Sacramento, CA 95799-7016
 Fax: 916-319-4400**

NOTE: If the people who work in your home are independent contractors, you do not need to report them to the EDD (refer to “Who Are Household Employees?” on page 4). The requirement for businesses and government entities to report independent contractors does not apply to household employers.

If you are not sure if the people who work in your home are employees or independent contractors, contact the Taxpayer Assistance Center at 888-745-3886 for assistance.

FOR ILLUSTRATIVE PURPOSES ONLY



REPORT OF NEW EMPLOYEE(S)

NOTE: Failure to provide all of the information below may result in this form being rejected and/or a penalty being assessed.



00340600



DATE 030715 D Y Y	CA EMPLOYER ACCOUNT NUMBER 00000000	BRANCH CODE	FEDERAL ID NUMBER XXXXXXXXXX
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BUSINESS NAME JAMES AND JANE JONES	CONTACT PERSON JANE JONES	PHONE NUMBER 123-555-7899
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ADDRESS P.O. BOX 12345	STREET	CITY ANYTOWN	STATE CA	ZIP CODE 12345
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MI V	EMPLOYEE LAST NAME SMITH	STREET NAME MAPLE STREET	UNIT/APT
STATE CA	ZIP CODE 12345	START-OF-WORK DATE 022015 D Y Y	

File this form online through e-Services for Business at <https://eddservices.edd.ca.gov>.

EMPLOYEE FIRST NAME	MI	EMPLOYEE LAST NAME	UNIT/APT
SOCIAL SECURITY NUMBER		STREET NUMBER	STREET NAME
CITY		STATE	ZIP CODE
			START-OF-WORK DATE M M D D Y Y

EMPLOYEE FIRST NAME	MI	EMPLOYEE LAST NAME	UNIT/APT
SOCIAL SECURITY NUMBER		STREET NUMBER	STREET NAME
CITY		STATE	ZIP CODE
			START-OF-WORK DATE M M D D Y Y

EMPLOYEE FIRST NAME	MI	EMPLOYEE LAST NAME	UNIT/APT
SOCIAL SECURITY NUMBER		STREET NUMBER	STREET NAME
CITY		STATE	ZIP CODE
			START-OF-WORK DATE M M D D Y Y

EMPLOYEE FIRST NAME	MI	EMPLOYEE LAST NAME	UNIT/APT
SOCIAL SECURITY NUMBER		STREET NUMBER	STREET NAME
CITY		STATE	ZIP CODE
			START-OF-WORK DATE M M D D Y Y

EMPLOYEE FIRST NAME	MI	EMPLOYEE LAST NAME	UNIT/APT
SOCIAL SECURITY NUMBER		STREET NUMBER	STREET NAME
CITY		STATE	ZIP CODE
			START-OF-WORK DATE M M D D Y Y

FEDERAL WAGE AND TAX STATEMENT (FORM W-2)

As an employer, you are required to prepare a federal Wage and Tax Statement (Form W-2) for each of your employees. You must provide your employees with their 2015 Form W-2 by February 1, 2016.* Prepare the Form W-2 on the federal/state four-part paper form.

If you need information on Form W-2 reporting requirements, refer to the Internal Revenue Service (IRS) Employer’s Tax Guide (Publication 15, Circular E). For instructions on completing Form W-2, refer to the IRS publication 2015 General Instructions for Forms W-2 and W-3 available online at the IRS website at www.irs.gov or contact the IRS at 800-829-3676.

In addition to the federal information required, you must include California Personal Income Tax (PIT) wages, PIT withheld, and State Disability Insurance (SDI) withheld in the following Form W-2 boxes:

FORM W-2	
Box	Enter
Box 16 (State wages, tips, etc.)	California PIT wages
Box 17 (State income tax)	California PIT withheld (if any)
Box 19 (Local income tax)	The abbreviation “CASDI” and SDI withheld

NOTE:

- If Box 19 has local taxes, use Box 14, Other. If **no** boxes are available, you are required to provide your employees with a separate written statement containing:
 - Name of household employer, address, Federal Employer Identification Number (FEIN), and the EDD eight-digit employer account numbers.
 - The employee’s name, address, and Social Security number.
 - The amount of SDI withheld and/or paid directly by you.
- If the wages were **not** subject to SDI, show “CASDI 0” (zero).
- If you paid SDI taxes **without** withholding the SDI from the employee’s wages, you should show the SDI taxes as if they were withheld and increase the amount you report according to the formula shown on the *Information Sheet: Social Security/Medicare/SDI Taxes Paid By an Employer* (DE 231Q). The DE 231Q is available online at www.edd.ca.gov/pdf_pub_ctr/de231q.pdf.

Generally, the amount reported as California PIT wages on Form W-2 in Box 16 is the same as the federal wages (Box 1).

If you discover an error on a previously issued Form W-2, refer to the IRS publication 2015 General Instructions for Forms W-2 and W-3 for instructions on how to complete an IRS Corrected Wage and Tax Statement (Form W-2C).

Send Forms W-2 and Forms W-2C to your employees and the Social Security Administration. **Do not** send the “state” copies of Forms W-2 and Forms W-2C to the State of California (the EDD or Franchise Tax Board).

* Employers failing to provide a Form W-2 to each employee, or who furnish a false or fraudulent statement, are subject to a penalty of fifty dollars (\$50) for each such failure as imposed under Section 13052 of the California Unemployment Insurance Code (CUIC). Employers may also be subject to an additional penalty for failure to file informational returns (Form W-2 or Form 1099-MISC) for misclassified employees as provided under Section 13052.5 of the CUIC. The amount of the penalty is determined based upon the unreported remuneration for personal services multiplied by the maximum rate as provided under Section 17041 of the Revenue and Taxation Code. Contact the EDD Taxpayer Assistance Center at 888-745-3886 for additional information.

Earned Income Tax Credit Information Act

Effective January 1, 2008, all employers are required to notify all of their employees of the federal Earned Income Tax Credit (EITC).

Employers who are subject to and required to provide Unemployment Insurance to their employees must provide EITC notification to the employee by either handing it directly to the employee or mailing it to the employee's last known address. Posting of this information on an employee bulletin board **will not** satisfy the notification requirement.

The notification shall be provided at the same time or within one week, before or after, that the employer provides the employee with an annual wage summary, including, but not limited to, a Form W-2 or a Form 1099. The notice shall include instructions on how to obtain any notices available from the Internal Revenue Service (IRS) for this purpose, including, but not limited to, the IRS Notice 797, **or** any successor notice or form, or any notice created by you, as long as it contains substantially the same language as the notice below.

“Based on your annual earnings, you may be eligible to receive the earned income tax credit from the federal government. The earned income tax credit is a refundable federal income tax credit for low-income working individuals and families. The earned income tax credit has no effect on certain welfare benefits. In most cases, earned income tax credit payments will not be used to determine eligibility for Medicaid, supplemental security income, food stamps, low-income housing, or most temporary assistance for needy families' payments. Even if you do not owe federal taxes, you must file a tax return to receive the earned income tax credit. Be sure to fill out the earned income tax credit form in the federal income tax return booklet. For information regarding your eligibility to receive the earned income tax credit, including information on how to obtain the IRS Notice 797, or any other necessary forms and instructions, contact the Internal Revenue Service by calling 800-829-3676 or through its website at www.irs.gov.”

For the latest news and helpful information,
refer to the online quarterly **California Employer Newsletter** at
www.edd.ca.gov/payroll_taxes/california_employer_newsletter.htm.

Subscribe to the EDD no-fee e-mail subscription services at
www.edd.ca.gov/about_edd/get_email_notices.htm.

WHAT PAYROLL RECORDS MUST BE KEPT?

Employers are required to keep payroll records for at least four years. If you believe that you are **not** a subject employer or your employees are exempt, state law requires that you maintain records of payments made to people who provide household services for at least eight years in case of an employment tax audit.

Your records must provide a true and accurate account of all workers (employed, no longer employed, or on a leave of absence, and independent contractors) and all payments made. Records must include the following information for each worker:

- Worker's:
 - Full name (first name, middle initial, and last name).
 - Social Security number.
- Date hired, rehired, or returned to work after a temporary layoff.
- Last date services were performed.
- Place of work.
- Money paid:
 - Dates and amounts of payment.
 - Pay period covered.
 - Cash or cash value of in-kind wages (such as meals, lodging, bonuses, and gifts). (Refer to “Values of Meals and Lodging” on [page 10](#).)
- The amounts withheld from employee wages.
- Disbursement records showing payments to workers.
- Other information necessary to determine payments to workers.

You may use any payroll record that provides the information listed above. An Employee Earnings Record sample is provided on [page 47](#).

If you have any questions about the records you must keep, refer to *Information Sheet: Employment Tax Audit Process* (DE 231TA). The DE 231TA is available online at www.edd.ca.gov/pdf_pub_ctr/de231ta.pdf or contact the Taxpayer Assistance Center at 888-745-3886.

Would you like hands-on experience on how to calculate taxes and complete payroll tax forms?

Consider attending one of the EDD State Payroll Tax Workshops. Learn more or register for a seminar online at www.edd.ca.gov/payroll_tax_seminars/ or contact the Taxpayer Assistance Center at 888-745-3886.

Your Reserve Account

If you pay \$1,000 or more in cash wages to household employees during a calendar quarter, you are required to pay Unemployment Insurance (UI) tax and Employment Training Tax (ETT) on each employee's wages up to the UI taxable wage limit, each calendar year. Your UI reserve account is a record of the UI taxes you have paid (credits) and the UI benefits that the EDD has paid (charges) to your former employees who were found eligible to receive UI benefits or who qualified for reduced UI benefits when working less than full-time for you. Your UI reserve account is a "paper" account for recordkeeping purposes and has no cash value. The difference between the credits and charges is the reserve account balance, which may be positive or negative. Your account balance is used only to determine your annual UI tax rate. If you have a negative reserve account balance as of June 30, you will not have to pay ETT the following calendar year.

Notices

When your former employee ("claimant") applies for UI benefits, the last employer reported by the claimant will receive a *Notice of Unemployment Insurance Claim Filed* (DE 1101C/Z or DE 1101ER). Only the last employer of record will receive this notice to advise them that the claimant has filed a UI claim, and it includes the reason the claimant stated for no longer working.

If you have any information that would affect the claimant's eligibility for UI benefits, please complete the form and return it to the EDD within 10 days of the date the notice was mailed to you. If you believe that your UI reserve account should not be charged for the benefits, it is important that you provide information by the required deadline explaining why the claimant was terminated or the reasons the claimant gave for voluntarily quitting. The DE 1101C/Z and DE 1101ER includes instructions that explain how to complete the form. Your information is needed to gather relevant facts that will assist the EDD in determining if the claimant is eligible to receive UI benefits. **Failure to respond timely may result in an increase to your UI tax rate.**

If you respond to the notice within the legally required 10 days of the notice date and provide information why you think the claimant should not be eligible for UI benefits, the EDD will send you a *Notice of Determination and/or Ruling* (DE 1080EZ). The DE 1080EZ advises you whether or not the claimant is eligible for UI benefits and if your UI reserve account will be charged for UI benefits if the claimant is found eligible based on the reason for separation from your employment. If you fail to respond to the DE 1101C/Z or DE 1101ER, or respond untimely, you are not entitled to a determination and/or a ruling. However, if you respond untimely and provide the reason you are submitting the eligibility information untimely, the EDD will determine if you had good cause for not submitting your response timely. If there is a finding of good cause, you will be entitled to a determination and/or ruling. Also, if you respond untimely with eligibility information, the EDD will conduct a determination of eligibility for UI benefits with the claimant regardless of whether you are entitled to a notice of determination and/or a ruling.

If the EDD finds that a claimant is eligible to receive UI benefits, a *Notice of Wages Used for Unemployment Insurance (UI) Claim* (DE 1545) is mailed to all base-period employers after the first benefit payment is sent to the claimant. If you are a base-period employer, you will receive a DE 1545. The DE 1545 will inform you of the wages used to establish the UI claim and the amount of potential charges to your UI reserve account. All or part of the benefits paid to the claimant may be charged to your UI reserve account.

If you believe that your UI reserve account should not be charged for the benefits, it is important that you complete the form and return it by the required deadline to the EDD as indicated on the form. The DE 1545 includes instructions on how to complete the form. You will need to explain why your account should not be charged for the UI benefits. If you previously responded to a DE 1101C/Z or DE 1101ER for the same employee concerning the same separation or other issue, you do not need to return the DE 1545.

However, if you have new information that may affect the claimant’s eligibility for Unemployment Insurance (UI) benefits then you must report the new information to the EDD. Please complete the DE 1545 timely by returning it within 15 calendar days from the mail date of the notice. If the wage information is incorrect, you must submit a corrected copy of the wages within 20 days from the mail date of the notice. When a claimant is approved for the California Training Benefits (CTB) program, a *Notice of Potential Increased Liability for Training Extension Benefits* (DE 1545TE) is mailed to all base-period employers. This notice will inform you of the maximum amount of potential benefits payable, including training extension benefits and the amount of potential charges to your UI reserve account. If you believe that your UI reserve account should not be charged for the training benefits, your protest must be mailed by the date indicated on the form. The response should provide information explaining why the claimant should not be eligible for CTB under the California Unemployment Insurance Code section cited. If the DE 1545TE indicates that you previously received a favorable ruling, your account will not be charged and no response will be necessary.

To maintain the integrity of the UI program, the EDD investigates cases of potential imposter fraud and identity theft. As part of our investigation, you may receive a *Request for Additional Information* (DE 1326ER) asking you to validate information provided to us by an individual who has filed a claim for UI benefits. The DE 1326ER is mailed to the last employer and base-period employers to request additional identifying information to validate the identity of the individual. Your prompt response to the DE 1326ER will protect your employer account from charges if the determination of eligibility results in a disqualification, and it will assist the EDD in maintaining the integrity of the UI Fund.

Additional information on protecting your employer account from fraudulent UI claims, protecting your employees, and fighting imposter fraud can be found online at www.edd.ca.gov/unemployment/fraud_prevention.htm.

NOTE: You should keep copies of all your responses to the EDD notices for your records.

Notices of Determination, Ruling, or Modification

You will receive a notice from the EDD in response to the timely information reported regarding a claimant’s eligibility for UI benefits on the DE 1101C/Z, DE 1101ER, DE 1545, or DE 1545TE. Depending on the specific circumstances involved, you will receive one of the following notices:

Notice	Purpose
DE 1080EZ: <ul style="list-style-type: none"> • Notice of Determination 	Sent to an employer who responds timely to a DE 1101C/Z, DE 1101ER, DE 1545, or DE 1545TE, or who submits timely correspondence with claimant eligibility information other than information regarding a voluntary quit or discharge.
<ul style="list-style-type: none"> • Notice of Determination/ Ruling 	Sent to an employer who responds timely to a DE 1101C/Z or DE 1101ER with information regarding a voluntary quit or discharge. This notice informs the employer whether or not their reserve account will be charged for UI benefits paid.
<ul style="list-style-type: none"> • Notice of Ruling 	Sent to an employer who responds timely to a DE 1545 with information regarding separation(s) that occurred within the base period. This notice informs the employer whether or not their reserve account will be charged for UI benefits paid.
DE 1080M: <ul style="list-style-type: none"> • Notice of Modification 	Sent to an employer who previously received a DE 1080EZ stating that the claimant was disqualified from receiving UI benefits. The purpose of this form is to inform the employer that the claimant’s disqualification period has ended and the claimant has met the criteria required to receive UI benefits. This notice does not change the original ruling issued to the employer.

Appeal Rights

You have the right to file an appeal if you do not agree with the EDD decision about:

- A former employee's eligibility to receive UI benefits.
- Charges made to your UI reserve account due to paid UI benefits.

You must send your written appeal to the EDD within 20 days of the mail date of the *Notice of Determination and/or Ruling* (DE 1080EZ). The EDD will send you an acknowledgment of receipt and registration of your appeal with the phone number for the Office of Appeals hearing the case. The Office of Appeal will schedule a hearing with an Administrative Law Judge (ALJ). Both you and your former employee will be notified of the date, time, and place of the hearing at least 10 days before the hearing date. If you are filing an appeal to a *Notice of Ruling* (DE 1080EZ), the employee is not considered a party to the proceeding and is not notified of the hearing. The ALJ will conduct a hearing and give all interested parties the opportunity to present their evidence. The ALJ will consider the facts presented at the hearing and issue a written decision that is mailed to all concerned parties.

If you do not agree with the ALJ's decision, you may appeal to the California Unemployment Insurance Appeals Board (CUIAB). The CUIAB reviews appeals to decisions rendered by the ALJ. Both the CUIAB and the ALJs operate impartially and independently of the EDD.

The CUIAB provides the following publications to assist in filing an appeal and preparing for an administrative hearing:

- *Office of Appeals Tax Hearing Information Pamphlet* (DE 6412)
- *Twenty-Seven Ways to Avoid Losing Your Unemployment Appeal* (DE 1432)
- *Unemployment Appeals – A Guide for Claimants, Employers, and Their Representatives* (DE 1434)
- *Appeals Procedure* (DE 1433)

For copies of these publications, visit the State of California Unemployment Insurance Appeals Board website at www.cuiab.ca.gov/forms.shtm or write to:

California Unemployment Insurance Appeals Board
Sacramento Office of Appeals
2400 Venture Oaks Way, Suite 100
Sacramento, CA 95833-4224

If you have any questions about appeals:

- Access the EDD website at www.edd.ca.gov/unemployment/first_level_appeal.htm.
- Access the California Unemployment Insurance Appeals Board website at www.cuiab.ca.gov.
- Call the EDD Unemployment Insurance (UI) customer service at 800-300-5616 or go online at www.edd.ca.gov/unemployment/contact_ui.htm.

Statement of Charges to Reserve Account (DE 428T)

Each September, the annual *Statement of Charges to Reserve Account (DE 428T)* is mailed to you. This statement notifies you of the Unemployment Insurance (UI) benefit charges and credits to your reserve account from July 1 through June 30 of the previous fiscal year. Charges are itemized and based on the UI benefits paid to your former employees. Charges to your reserve account may increase your UI contribution rate for the next calendar year. It is important to review your statement carefully and respond timely if you do not agree with the charges. You have 60 days from the issue date on your statement to protest, in writing, any charges you believe are incorrect. An extension of up to 60 days may be granted for “good cause” (refer to [page 58](#)) if your request is submitted before the protest deadline. When filing your protest, you must include your EDD eight-digit employer account number, the claimant’s name, Social Security number, claim date, the dollar amount, and the specific reason for protesting. Protests with missing information will be returned. If you have address changes and/or agent updates, inform the EDD immediately in order to receive your DE 428T timely.

For further information, refer to the *Explanation and Instruction Sheet (DE 428C)* included with your DE 428T or contact the Taxpayer Assistance Center at 888-745-3886. The DE 428C is also available online at www.edd.ca.gov/pdf_pub_ctr/de428c.pdf.

Notice of Contribution Rates and Statement of UI Reserve Account (DE 2088)

The Unemployment Insurance (UI), Employment Training Tax (ETT), and State Disability Insurance (SDI) tax rates and taxable wage limits may change each year. Each December, the EDD sends you a *Notice of Contribution Rates and Statement of UI Reserve Account (DE 2088)* to notify you of your tax rates and taxable wage limits for the upcoming year. Your 2015 notice will show the items used to determine your UI rate and the balance in your UI reserve account as of July 31, 2014.

Any item on the DE 2088 can be protested except the ETT and SDI tax rates, which are set by law. Your protest must be filed in writing within 60 days of the issued date shown on the notice. An extension of up to 60 days may be granted for “good cause” (refer to [page 58](#)) if your request is submitted before the protest deadline. When filing your protest, you must include your EDD eight-digit employer account number, the specific item(s) being protested, and why you are protesting.

Please mail your protest to:

**Employment Development Department
Rate Management Group, MIC 4
PO Box 826880
Sacramento, CA 94280-0001**

For further information, refer to the *Explanation of the Notice of Contribution Rates and Statement of UI Reserve Account (DE 2088) for the period of January 1, 2015, to December 31, 2015 (DE 2088C)* included with the DE 2088 or contact the Taxpayer Assistance Center at 888-745-3886. The DE 2088C is also available online at www.edd.ca.gov/pdf_pub_ctr/de2088c.pdf.

STATE DISABILITY INSURANCE (SDI)

The State Disability Insurance (SDI) program provides Disability Insurance (DI) and Paid Family Leave (PFL) benefits to eligible workers experiencing a loss of wages. The SDI program is funded by mandatory payroll deductions from employee wages.

Disability Insurance

DI is a component of the SDI program. The DI benefits are paid to eligible workers experiencing a loss of wages when they are unable to perform their regular or customary work due to a non-work-related illness or injury, pregnancy, or childbirth.

Paid Family Leave

PFL is a component of the SDI program. PFL provides benefits to workers who take time off from work to care for a seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner or to bond with a new child.

Claim Notices

When a DI claim is filed, the employer(s) shown on the DI claim form will receive a *Notice to Employer of Disability Insurance Claim Filed* (DE 2503). When a PFL claim is filed, the employer(s) will receive a *Notice of Paid Family Leave (PFL) Claim Filed* (DE 2503F). Complete and return the DE 2503 or DE 2503F **within two working days**. You may also submit the DE 2503 online through the SDI Online at www.edd.ca.gov/disability.

Because employees pay for DI and PFL, the filing of a DI or PFL claim will not affect your Unemployment Insurance reserve account. Therefore, you will not be notified of the claimant's eligibility for DI/PFL benefits for each occurrence of disability or family leave as a result of the information supplied on the DE 2503 or DE 2503F.

If you have any questions about DI, please access the EDD website at www.edd.ca.gov/disability/ or contact DI customer service at 800-480-3287. If you have any questions about PFL, access the EDD website at www.edd.ca.gov/disability/paid_family_leave.htm or contact PFL customer service at 877-238-4373.

SDI Online

SDI Online is an electronic claim filing system available to employers, claimants, physicians/practitioners, and voluntary plan third-party administrators for submission of DI and PFL claim information. Employers can securely submit employee information (wages earned, last day worked, etc.) online. For more information on these online services, visit the EDD website at www.edd.ca.gov/disability.

Other EDD Programs and Services

America’s Job Center of CaliforniaSM

To find the nearest America’s Job Center of CaliforniaSM, go online at www.edd.ca.gov/office_locator.

State Disability Insurance (SDI)

Disability Insurance (DI) and Paid Family Leave (PFL) are benefits paid under the SDI program.

The DI and PFL customer service is available through the toll-free phone numbers listed below:

DI	800-480-3287	Press 1 for English
PFL	877-238-4373	Press 2 for Spanish
Hearing Impaired (TTY)...	800-563-2441	Press 3 for Cantonese
		Press 4 for Vietnamese
		Press 5 for Armenian
		Press 6 for Tagalog
		Press 7 for Punjabi

In addition, SDI information is located on the EDD website at www.edd.ca.gov/disability/.

Unemployment Insurance (UI)

The UI customer service representatives are available through the toll-free phone numbers listed below. When you call, an automated system will provide a menu of services. Press “5” for the employer menu (available in English and Spanish) that provides UI and job service information.

English.....	800-300-5616
Spanish	800-326-8937
Cantonese	800-547-3506
Mandarin	866-303-0706
Vietnamese.....	800-547-2058
Hearing Impaired (TTY).....	800-815-9387

Customers who have filed a claim for UI benefits may call the automated self-service number at 866-333-4606. Press “5” for the employer menu (available in English and Spanish) for UI and America’s Job Center of CaliforniaSM information. You can access information about UI claim processing, hiring assistance, UI fraud, California payroll tax information, and an explanation of various employer forms. In addition, there is a variety of UI information available for employers and claimants located on the EDD website at www.edd.ca.gov. Information includes answers to several of the most frequently asked questions (FAQ).

Other Agencies You Should Contact

For assistance with:

- **Federal tax requirements**, please access the Internal Revenue Service (IRS) website at www.irs.gov or call the IRS at 800-829-1040.
- **Labor law requirements** (such as overtime, minimum wage, and employee benefits), please access the Department of Industrial Relations (DIR) website at www.dir.ca.gov/dlse or call DIR's Labor Standards Enforcement Division (refer to the government listings in your local phone book).
- **Workers' Compensation requirements**, please access the DIR website at www.dir.ca.gov/dwc or call DIR's Workers' Compensation Division (refer to the government listings in your local phone book).

Help Us Fight Fraud

The "underground economy" is comprised of those individuals and businesses that deal in cash and/or use other schemes to conceal their activities and their true tax liability from government licensing and taxing agencies. When businesses operate in the underground economy, they gain an unfair competitive advantage over businesses that comply with the law because they do not pay Workers' Compensation and state and federal payroll taxes. This causes unfair competition in the marketplace and forces law-abiding businesses to pay higher taxes. To address this, the EDD, in partnership with several other governmental entities, follows up on leads and conducts on-site inspections of businesses throughout the state. To learn more about the EDD Underground Economy Operation (UEO) programs, visit the EDD website at www.edd.ca.gov/payroll_taxes/underground_economy_operations.htm.

To report businesses that are paying workers undocumented cash payments, failing to carry Workers' Compensation insurance, or not complying with labor and licensing laws, please download and complete an *Underground Economy Operations Lead Referral/Complaint Form* (DE 660 in English or DE 660/S in Spanish) available online at www.edd.ca.gov/pdf_pub_ctr/de660.pdf. You can also request a DE 660 or contact UEO at:

Hotline: 800-528-1783

Fax: 916-227-2772

E-mail: ueo@edd.ca.gov

Online: www.edd.ca.gov/payroll_taxes (Select "Report Fraud")

The brochure *Paying Cash Wages "Under the Table"* (DE 573CA in English or DE 573CA/S in Spanish) is available online at www.edd.ca.gov/payroll_taxes/forms_and_publications.htm or contact the Taxpayer Assistance Center at 888-745-3886.

The EDD's Commitment to You

The EDD is committed to applying the payroll tax laws of the State of California in an equitable and impartial manner. Toward that goal, we have developed the following information to inform you of your rights during the employment taxation process.

Your Rights as an Employer

As an employer, you have the right to:

- Courteous and timely service from the EDD employees.
- Expect that information maintained by the EDD be kept confidential and not published or made available for public inspection. However, in certain instances, the law requires that this information be shared with other governmental agencies. When those instances occur, the EDD closely follows the law to protect your rights to confidentiality.
- Call upon the EDD for accurate information and assistance and to have all your questions answered.
- Receive a clear and accurate account statement if the EDD believes you owe taxes.
- Request a filing extension for up to 60 days. The law provides that the EDD may grant a filing extension where "good cause" is shown for a delay. Refer to [page 58](#) for the definition of "good cause."
- Request a waiver of penalty by showing "good cause" for filing a report or making a payment late.
- An impartial audit and a full explanation of our findings if your business is selected for an audit.
- Discuss the issue(s) with an EDD representative, supervisor, office manager, and the Taxpayer Advocate Office if you disagree with an action taken by the EDD staff.
- Appeal certain actions to the California Unemployment Insurance Appeals Board.

The *Employers' Bill of Rights* (DE 195) brochure has been developed to inform you of your rights during the employment taxation process. The DE 195 is available online at www.edd.ca.gov/pdf_pub_ctr/de195.pdf or contact the Taxpayer Assistance Center at 888-745-3886.

For the latest news and helpful information,
refer to the online quarterly **California Employer Newsletter** at
www.edd.ca.gov/payroll_taxes/california_employer_newsletter.htm.

Office of the Taxpayer Rights Advocate

The Employment Development Department (EDD) has established the Office of the Taxpayer Rights Advocate (OTRA), which is responsible for providing a clear, consistent focus on protecting the rights of the taxpayer. Incorporated within the OTRA is the Taxpayer Advocate Office.

Taxpayer Advocate Office

The Taxpayer Advocate Office is responsible for protecting the rights of taxpayers during all phases of the payroll tax administration, assessment, and collection process, while also protecting the interests of the state.

If you are unable to resolve a payroll tax problem with an EDD representative, supervisor, **and** office manager, you may contact the Taxpayer Advocate Office for assistance. This office will review the issues and facts of your case to ensure that your rights have been protected and work to facilitate a resolution to your problem. Please contact the Taxpayer Advocate Office for further assistance:

**Employment Development Department
Taxpayer Advocate Office, MIC 93
PO Box 826880
Sacramento, CA 94280-0001**

**Toll-free Phone: 866-594-4177
Phone: 916-654-8957
Fax: 916-654-6969**

Protecting Your Privacy

The EDD recognizes that your privacy is a personal and fundamental right without exception. The EDD will value and protect your privacy and place strict controls on the gathering and use of personally identifiable data. Your personal information is not disclosed, made available, or otherwise used for purposes other than those specified at or before the time of collection, except with your consent or as authorized by law or regulation.

Payroll tax and benefit information collected and maintained by the EDD is confidential. As an employer, you have the right to obtain access to and inspect your records. You may also authorize your agent or representative to access your records through a written authorization or a *Power of Attorney Declaration* (DE 48). The DE 48 is available online at www.edd.ca.gov/pdf_pub_ctr/de48.pdf or contact the Taxpayer Assistance Center at 888-745-3886.

If you have further questions regarding your privacy rights, contact the Tax Information Security Office at 916-654-5981.

Account Number	The Employment Development Department (EDD) eight-digit employer account number assigned to each registered employer (for example, 000-0000-0). Always refer to your employer account number when communicating with the EDD. Omission of your account number may result in delays in processing payments, reporting documents, and correspondence.
Annual Household Employer	An employer who pays \$20,000 or less in wages in a calendar year and has elected to pay taxes annually. The employer sends an <i>Employer of Household Worker(s) Quarterly Report of Wages and Withholding</i> (DE 3BHW) to the EDD quarterly and an <i>Employer of Household Worker(s) Annual Payroll Tax Return</i> (DE 3HW) with payment annually.
Base Period	The base period consists of four calendar quarters of three months each. When a base period begins and which calendar quarters are used depends on whether the claim is for Unemployment Insurance (UI) or State Disability Insurance (SDI) and on what date the claim begins. For Unemployment Insurance, there are two types of base periods: the Standard Base Period (see “Base Period Standard [UI]”) and the Alternate Base Period (see “Base Period Alternate [UI]”). There is an option of an alternate base period when the standard base period is not monetarily valid.
Base Period, Alternate (UI)	The UI Alternate Base Period is the last four completed calendar quarters prior to the beginning date of the claim. The Alternate Base Period can only be used if an individual cannot monetarily establish a valid UI claim using the Standard Base Period.
Base Period Employer	Employers who paid the earnings used to establish a UI claim and calculate a benefit amount.
Base Period, Standard (UI)	The UI Standard Base Period is the first four of the last five completed calendar quarters prior to the beginning date of the claim.
California Unemployment Insurance Code (CUIC)	The laws administering California’s Unemployment Insurance (UI), Employment Training Tax (ETT), State Disability Insurance (SDI), and Personal Income Tax (PIT) programs. The CUIC is available on the Internet at www.leginfo.ca.gov/calaw.html .
Cash Wages	Checks and currency paid to people who work for you.
Claim	An application for Unemployment Insurance (UI), Disability Insurance (DI) or Paid Family Leave (PFL) benefits: <ul style="list-style-type: none"> • UI – The process that establishes a UI benefit year is called a new claim. The weekly <i>Continued Claim Form</i> (DE 4581) is used by claimants to certify for UI benefits during the benefit year. The EDD has two new methods that unemployed individuals may use to certify for UI benefits. Rather than filling out and submitting a paper DE 4581 form by mail, individuals may use EDD Tele-CertSM to certify for benefits using the phone or EDD Web-CertSM to certify for UI benefits through the EDD website. After establishing a benefit year, a claimant may interrupt his or her claim for a variety of reasons, for example, the claimant could receive a disqualification, obtain intervening employment, or fail to continue to certify for benefits. The claimant may request to reopen an existing claim with a claim balance by filing an additional or reopened claim during the benefit year.

GLOSSARY

Claim (Cont.)	<ul style="list-style-type: none">• DI – The application that establishes a DI benefit period is called a first claim. Subsequent certifications on an active DI claim are called continued claims. For each separate period of disability, a new first claim must be filed.• PFL – The application that establishes a PFL benefit period is called a first claim. Subsequent certifications on that claim are called continued claims. For each separate period of family leave, a new first claim must be filed.
Claimant	A wage earner who files a claim for UI, DI, or PFL benefits.
Contributions	Payroll tax payments for UI and ETT. The CUIIC refers to taxes under its provisions as “contributions.” In this guide, “contributions” are generally referred to as “taxes.”
Disability Insurance (DI)	Benefits paid to eligible California workers experiencing a loss of wages when they are unable to perform their regular or customary work due to a non-work-related illness or injury, pregnancy, or childbirth. DI is a component of the State Disability Insurance (SDI) program and funded through SDI employee payroll withholdings.
Domestic Employee	Same as “Household Employee.”
Domestic Employer	Same as “Household Employer.”
Employment Training Tax (ETT)	A payroll tax of 0.1 percent (.001) used to fund job training for people likely to become unemployed or people who have been receiving UI benefits.
e-Services for Business	Online access that allows employers to manage their employer payroll tax accounts through the Internet. New employers can register for an EDD employer payroll tax account online. Registered employers can access account and payment information, file most returns and reports, including New Employee Registry and Independent Contractor Reporting, pay tax deposits and tax liabilities, review statements, correspondence, and e-mail messages, obtain tax rates, change addresses, make payment arrangements, and close their account.
Exempt Employment	Employment specifically excluded from coverage under the CUIIC.
Experience Rating	The system by which an employer’s UI contribution rate is determined each calendar year based on previous employment experience.
Good Cause	A substantial reason that provides a legal basis for an employer filing a tax report or payment late. “Good cause” cannot exist unless there are unusual circumstances or circumstances that could not be reasonably foreseen; for example, earthquakes or floods. For more information, contact the Taxpayer Assistance Center at 888-745-3886.
Household Employee	A person hired to work for wages in or around your home.
Household Employer	A person who hires one or more people to work for wages in or around his or her home.

New Employee Registry (NER)	California’s new-hire reporting program. Employers are required to report their new or rehired employees within 20 days of their start-of-work date. Refer to the <i>Report of New Employee(s)</i> (DE 34) on page 42 .										
Noncash Wages	Payments other than cash that are made to people who work for you, for example, meals and/or lodging you provide to your employee(s).										
Paid Family Leave (PFL)	Benefits paid to eligible workers who take time off from work to care for a seriously ill family member or to bond with a new child. PFL is a component of the State Disability Insurance (SDI) program and funded through SDI employee payroll withholdings.										
Payroll Period	The frequency you pay wages: daily, weekly, biweekly (every two weeks), or semi-monthly (twice a month), etc.										
Payroll Records	Information you keep regarding wages paid to each employee.										
Payroll Taxes (State)	Unemployment Insurance (UI), Employment Training Tax (ETT), State Disability Insurance (SDI), and Personal Income Tax (PIT) withholding.										
Personal Income Tax (PIT) Wages	All wages paid that are subject to California PIT, even if no PIT is withheld. For a calendar year, an employee’s PIT wages should match the amount reported in Box 16 (state wages, tips, etc.) of the employee’s Internal Revenue Service Wage and Tax Statement (Form W-2).										
Personal Income Tax (PIT) Withholding	Commonly known as state income tax, which you are not required to withhold from your household employees’ wages. You and your employees may voluntarily agree to withhold PIT.										
Quarter	A three-month period in a calendar year, as shown below: <table border="0" style="margin-left: 40px;"> <thead> <tr> <th style="text-align: center;"><u>Quarter</u></th> <th style="text-align: center;"><u>Months in Quarter</u></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1st</td> <td style="text-align: center;">January, February, March</td> </tr> <tr> <td style="text-align: center;">2nd</td> <td style="text-align: center;">April, May, June</td> </tr> <tr> <td style="text-align: center;">3rd</td> <td style="text-align: center;">July, August, September</td> </tr> <tr> <td style="text-align: center;">4th</td> <td style="text-align: center;">October, November, December</td> </tr> </tbody> </table>	<u>Quarter</u>	<u>Months in Quarter</u>	1 st	January, February, March	2 nd	April, May, June	3 rd	July, August, September	4 th	October, November, December
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Quarterly Household Employer	A household employer who pays more than \$20,000 in accumulated wages in a calendar year or who has not elected to pay taxes annually. The employer is required to send payroll taxes (with a DE 88) and <i>Quarterly Contribution Return and Report of Wages</i> (DE 9) and a <i>Quarterly Contribution Return and Report of Wages (Continuation)</i> (DE 9C) quarterly.										
Reserve Account	A book account kept for each tax-rated employer to measure employment experience and set the employer’s UI tax rate. Your UI reserve account is a “paper” account for recordkeeping purposes and has no cash value.										
SDI Online	An electronic claim filing system available to employers, claimants, physicians/practitioners, and voluntary plan third-party administrators for submission of Disability Insurance (DI) and Paid Family Leave (PFL) claim information.										
Settlement Date	The date an Electronic Funds Transfer (EFT) transaction is completed and posted on the books of the Federal Reserve Bank and the state’s bank account.										
SSN	Also known as Social Security number. All employee wage records and claim actions are filed under this number, rather than by name.										

GLOSSARY

State Disability Insurance (SDI)	The SDI program provides DI and PFL benefits to eligible workers experiencing a loss of wages. The SDI program is funded by mandatory payroll withholdings from employee wages.
Subject Employer	An employer who is liable under the rules and regulations of the California Unemployment Insurance Code.
Subject Quarter	Calendar quarter when an employer first meets the requirements for reporting their payroll taxes.
Subject Wages	Subject wages are used to determine Unemployment Insurance (UI), Disability Insurance (DI), and Paid Family Leave (PFL) benefits. DI and PFL are components of SDI. Generally, all wages are considered subject wages, regardless of the UI and SDI taxable wage limits. Refer to inside front cover of this guide for current rates and taxable wage limits.
Taxable Wage Limit	The maximum amount of an employee's wages that certain taxes apply to in a calendar year. For example, in 2015, the taxable wage limit for UI and ETT is \$7,000. Therefore, an employer's UI and ETT tax rate applies to the first \$7,000 paid to each worker during the calendar year. The taxable wage limit for SDI is \$104,378. Since the SDI tax rate is .9 percent (.009), the maximum 2015 SDI tax on any one employee is \$1,016.36. There is no limit on the taxability of wages for California Personal Income Tax (PIT) withholding purposes.
Unemployment Insurance (UI)	Benefits paid to eligible California workers who are unemployed. Claimant(s) must meet specific eligibility requirements in order to receive benefits, which are funded by employer payroll taxes.
Wages	All payments made to people who work for you whether paid by check, cash, or the reasonable cash value of noncash payments, such as meals and lodging.
Withholding	Money deducted from your employees' wages for State Disability Insurance (SDI) and California Personal Income Tax (PIT). You must send SDI and PIT withholdings to the EDD at least quarterly, unless you are an Annual household employer.

For the latest news and helpful information,
refer to the online quarterly **California Employer Newsletter** at
www.edd.ca.gov/payroll_taxes/california_employer_newsletter.htm.



STATE OF CALIFORNIA

LABOR AND WORKFORCE DEVELOPMENT AGENCY

EMPLOYMENT DEVELOPMENT DEPARTMENT

The EDD is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Requests for services, aids, and/or alternate formats need to be made by calling 888-745-3886 (voice), or TTY 800-547-9565.