



SAFETY RESOURCES



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The Ohio Department of Job and Family Services defines the weekly benefit amount, as the amount an employee may receive for one week of total unemployment. The 2024 weekly benefit amounts are based upon dependence class as defined below and must not exceed 50% of the employee's average weekly wage.

# of Allowable Dependents	Dependency Classification	Average Weekly Wage:	Maximum Weekly Payment Is:
0	A	\$1,166 or higher	\$583
1 or 2	B	\$1,414 or higher	\$707
3 or more	C	\$1,574 or higher	\$787

The maximum number of weeks to receive unemployment benefits remained at 26 weeks. However, the average weekly wage changed to \$328.00.

For more information, contact Staci Schwartz at (614) 932-1540 or email her at Staci.Schwartz@sedgwick.com.

Don't Delay! Enroll Today!

Sedgwick, the administrator of the NFIB/Ohio Workers' Compensation Group Rating Program, recently sent invitations to companies that qualify for the 2025 NFIB/Ohio Workers' Compensation Group Rating Programs. The deadline will be here before you know it! Please send your completed enrollment documents to Sedgwick as specified on the invoice.

If your company is not already in an NFIB sponsored program and would like to be evaluated for the NFIB group rating program or group retrospective rating program, please use the following link to fill out an AC-3 form:

Please refer to your enrollment packet for more details or call Zack Stewart at 614-932-1565 or Zachary.Stewart@sedgwick.com.

IMPORTANT DATES:

JULY 1, 2024
First day of the 2024 policy year
Window opens for employers complete the payroll true-up report

JULY 31, 2024
Enrollment Deadline: Safety Council Rebate Program
Deadline: Drug-Free Safety Program Self-Assessment

AUGUST 15, 2024
Annual payroll true up report due to the Bureau of Workers' Compensation

SEPTEMBER 30, 2024
Snapshot date for experience calculation

Deadline Approaching! Annual True-Up Report

On July 1, 2024, the Ohio Bureau of Workers' Compensation (BWC) will open the window for employers to complete their annual payroll true-up report. Employers must report their actual payroll for the previous policy year (July 1, 2023 - June 30, 2024) by August 15, 2024. If the final calculated premium is greater than the previously remitted premium, employers must also pay the outstanding balance by August 15, 2024. Any overpayment of the premium will be refunded or credited to the account. True-up payments must be made online at www.bwc.ohio.gov or by phone at 1-800-644-6292.

Employers with no payroll will be eligible for a waiver and will not be required to submit a payroll true-up report. BWC will complete the true-up report for companies with no payroll on their behalf.

Failure to file the annual payroll true-up report and pay any outstanding balance by August 15, 2024, will result in the following penalties:

- Immediate removal from any current group rating or retrospective rating plan;
- Immediate removal from any BWC program, such as the One Claim Program;
- Disqualification from any group rating or retrospective rating plan the following year;
- Disqualification from any BWC program the following year, such as the One Claim Program;
- The BWC will add an additional 10% to the premium owed, bill the employer; and,
- The BWC may certify the true-up outstanding balances to the Ohio Attorney General's office for collection.

For more information about the true-up report process, contact Zack Stewart at (614) 932-1565 or Zachary.Stewart@sedgwick.com.

NFIB UNEMPLOYMENT PROGRAM

The NFIB group rating, group retrospective, and Select Program Plus programs, administered by Sedgwick, offer a variety of services including a full-service unemployment compensation program. A team of knowledgeable professionals dedicated to the NFIB program will provide the following services:



- Ohio unemployment claims processing
- Verification of benefit charges and determinations
- Ohio unemployment hearing attendance with the employer (upon request)
- Voluntary contribution analysis
- Annual claims activity report
- Procedure guide and unemployment handbook
- Educational opportunities; and
- Quarterly newsletters

NFIB members not participating in a NFIB sponsored workers compensation program can also sign up for the full-service unemployment program at any time through an unemployment stand-alone contract by contacting Staci Schwartz at (614) 932-1540 or at Staci.Schwartz@sedgwick.com.

Types of Unemployment Claims

If a claim for unemployment compensation benefits is filed and the claimant lists your business as the most recent employer, you are considered the Separating Last Employer. The Ohio Department of Job and Family Services (ODJFS) will issue a claim titled "Request to Employer for Separation Information".

As the separating last employer, you will determine if the claimant is eligible for unemployment benefits based upon the reasoning for the separation. The decision to allow or deny unemployment benefits is based on the information provided to ODJFS, through fact-finding and documentation.

Once this information is reviewed by ODJFS, a written decision is issued to all interested parties on whether the claim is allowed or denied. If the decision is allowed, the employer has the right to continue appealing. The appeal must be filed by the deadline date listed on the decision to the processing center (which is also listed on the claim).

When a claim is filed, ODJFS applies a "base period" charging method to determine the employers that could be charged for the unemployment benefits. A Base Period Employer has potential liability in an unemployment claim if the employer reported any payroll in the first four of the last five completed quarters from the date of which the claimant filed the unemployment claim.



For example:

Claim is filed between 4/7/2024 - 7/6/2024
Base period time frame is: 1/1/2023 - 12/31/2023

All employers that reported any payroll on that claimant during the base period time frame are base period employers and could have a potential liability in the claim.

ODJFS will issue base period employers a "Determination of Unemployment Compensation Benefits" which, lists all the base period employers and the potential liability for each employer.

Base period employers that are contributory employers have protest rights and can request their account be relieved of charges through filing an appeal to the processing center listed on the claim. Reimbursing employers do not have this same opportunity.

In order for the base period employer to be relieved of the charges, the former employee's separation from employment has to be a disqualifying separation reason, such as a quit without just cause or a discharge with just cause, per unemployment law. ODJFS will issue a decision from that appeal. If the decision is allowed, the base period employer has the right to appeal to an unemployment hearing.

For more information, contact Staci Schwartz at 614-932-1540 or Staci.Schwartz@sedgwick.com.