

Iowa Workforce Monthly



Highlights:

- Misclassification of workers as “independent contractors” rather than “employees,” is a growing problem in Iowa and across the nation.....pg. 2
- The Reemployment Services program is designed to be an early intervention by offering intensive services to job seekers receiving unemployment insurance.....pg. 2

Inside this Issue:

- Director’s Message.....pg. 2
- IWD Photos from October/November Events.....pg. 3
- Employee Anniversaries.....pg. 4
- Employee Retirements.....pg. 4
- Employee Acknowledgements.....pg. 4



IWD Offers Veterans Many Services

From job search assistance to information about employment and training programs, Iowa Workforce Development offers many services for veterans.

“We are pleased to serve the Iowa veterans who gave of themselves to preserve the freedoms we enjoy today,” said Elisabeth Buck, Director of Iowa Workforce Development.

Eligible veterans can receive assistance for a productive job search or gain access to job listings through IWD’s electronic data base. They

can also receive assistance with job interviewing and résumé writing skills.

Veteran Representatives through Iowa Workforce Development monitor job listings from federal agencies and federal contractors to ensure that veterans get priority service in referral to these jobs, and work closely with clients of V.A. Vocational Rehabilitation.

For more information, visit www.iowaworkforce.org or call your local Workforce Center.

Unemployment Fraud Reporting

Iowa Workforce Development investigates allegations of unemployment fraud aggressively. Individuals who commit fraud are subject to fines, penalties and/or criminal prosecution.

Unemployment fraud for claimants could include:

- Failure to report hours and earnings accurately
- Failure to be available and able for work
- Failure to actively seek work
- Identity theft

Unemployment fraud for employers could include:

- Misclassification of workers

- Incorrectly reporting wages
- Providing false information to prevent an otherwise eligible claimant from obtaining benefits
- Failure to pay unemployment insurance taxes, report necessary information or prohibit inspection from IWD

If you know of anyone committing unemployment fraud, report it to Iowa Workforce Development immediately. Requests for anonymity will be honored. Visit www.iowaworkforce.org or call (800) 562-4692.

One On One



with Elisabeth Buck, IWD Director

Wow! November is here and soon the year will be over. This fall has been a tough one. With budget cuts and rising unemployment, I want to let you know that Iowa Workforce Development remains dedicated to providing exceptional service to Iowans.

The special thing about November is the chance we

get to honor our veteran's who have sacrificed so much for us. Many of the offices across the state hosted events that help give back to our veterans. IWD has an outstanding veterans team that provides services and benefits for them every day.

We have also included additional information about misclassification of workers.

This is an area where

many people have a lot of questions. We have recently started a misclassification website where you can go if you have any questions. Visit www.iowaworkforce.org/misclassification or you can call (800) JOB-IOWA or (515) 281-5387.

Misclassification of Iowa Workers

Misclassification of workers as "independent contractors" rather than "employees," is a growing problem in Iowa and across the nation. The federal Government Accountability Office reports that the underpayment of Social Security taxes, unemployment and income taxes in 2006, due to worker misclassification, totaled an estimated \$2.72 billion, nationally.

Iowa employers must report wages to Iowa Workforce Development's Unemployment Division and the Iowa Department of Revenue for withholding unemployment and income taxes. When employers misclassify workers:

- They avoid paying these taxes.
- They might avoid workers' compensation coverage.
- They might fail to follow wage, contractor registration,

or other employment and labor laws.

- They underbid honest, law-abiding businesses that pay all taxes owed.

Misclassification of workers threatens Iowa's economy, its businesses and its most important resource – its workers.

The Iowa Legislature provided special funding for extra help to protect workers, law-abiding businesses and taxpayers.

Intentional misclassification of workers is illegal. This practice constitutes tax and insurance evasion. Employers could pay significant penalties and fines. Under various Iowa laws, intentional misclassification of workers can result in penalties, ranging from monetary fines and interest for unpaid taxes, to criminal charges.

Penalties are determined on the facts of each individual case.

In the few short weeks that the program has been fully operational, it has witnessed significant success with 45 employers identified as misclassifying 178 workers. This amounts to over \$2.6 million in unreported wages and over \$136,000 in unemployment insurance taxes, penalties and interest due.

Visit www.iowaworkforce.org/misclassification to download, print and return a report.

If you have any questions, call (800) JOB-IOWA or (515) 281-5387.

ReEmployment Services Program

The Reemployment Services program is designed to be an early intervention by offering intensive services to job seekers receiving unemployment insurance. A profiling model uses multiple characteristics to rank an individual's difficulty in returning to work quickly.

The assessment and service delivery methods are designed to be in alignment with IWD's implementation of an integrated services philosophy. This approach allows job seekers to access the total array of IWD services and move to employment more quickly. The RES participants attend a full day orientation workshop which provides the opportunity to:

- Start the development of a Career Plan
- Complete the O*net Assessment
- Review additional training opportunities
- Discuss how to fill out a job application
- Provide resources for LMI research
- Assist with updating résumé/cover letter
- Preparation for an interview

The goal is to assure that the participants leave the Orientation gaining skills that will increase their chances of obtaining meaningful employment as quickly as possible.

IWD Photos from October/November



Ylonda Shook was recognized for her dedicated service to the Labor/Management Committee for Iowa Workforce Development.



On Veterans' Day, Wednesday, November 11th, the Nadas hosted an acoustical concert, free to the general public, at the Veterans' Memorial Auditorium. Donations were accepted on behalf of the Iowa Veterans Trust Fund. The Glenn McDole Family was presented with a bench that was placed at the Iowa Veterans Cemetery. "In memory of Glenn McDole, WWII USMC, a true American hero and comrade in arms" from his friends with Iowa Works Veterans Team.



The Centerville Workforce Center held an Open House on Friday, October 16th to welcome the community to visit their new location.



Region 14 Veteran Events

On Wednesday, November 4th, the Red Oak Workforce Center partnered with the Chamber of Commerce to host the monthly Chamber meeting. In attendance was General Christopher Hughes who is the aide to the Secretary to the Army.

The Creston Workforce Center hosted a Veterans Appreciation Breakfast with the help of Wal-Mart. On Friday, November 6th, the office staff served approx. 102 people a delicious breakfast.



Noteworthy Employee Acknowledgements and Accomplishments

We appreciate the feedback we get from our customers. Here are a few noteworthy comments we've received:

- Sarah Skemp sent a note complimenting **Chris Nilles**, Des Moines, for

conducting an outstanding training for the Workforce Investment Act (WIA) program. She was training people with various levels of computer skills and experience in WIA. "Not only was she friendly the entire time, she was patient and extremely thorough with explanations of the screens. Her vast understanding of the WIA program enabled her to inform us of the difference between various the programs."

Well done Chris!

- Scott White sent an e-mail thanking **Cathy Huntebrinker**, Burlington, for going above and beyond in customer service.

- Joan Koffler, Veteran Career Consultant in Waterloo, had a great success story with Krista who was in a Chapter 31 work study program. Joan worked with Krista to determine where her skills would best fit. Krista determined that state and federal positions would fit her expertise. At a job fair, Joan introduced Krista to the

Regional Social Security Director who agreed to have an informational interview with Krista the next day. Krista was offered a job before she even graduated from school. Nice work, Joan!

If you would like to send us your noteworthy comment, send it to:
kathryn.hommer@iwd.iowa.gov
or 515-281-5407.

Iowa Workforce Monthly

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For Deaf or Hard of Hearing, call Relay 711

Iowa Workforce Monthly is intended to help keep Iowa employers, job seekers and IWD employees informed about critical employment issues affecting Iowa. For more information, contact Kathryn Hommer via e-mail at kathryn.hommer@iwd.iowa.gov or 515-281-5407.

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Equal Opportunity Employer/Program

Auxiliary aids and services are available to individuals with disabilities upon request.

Employee News

New Hires/Temporary Employees

Gabriel Benson	Mary Lastrup	Hershel Reed
Scott Bohonek	Mary Lippold	Todd Reed
Sara DeAnda	Christine Livezey	Mario Sanchez
Lori Hansen	Elizabeth Martinez-Gomez	Heather Semke
Amy Herrig	Alan Murphy	Danny Simonson
Debra Hodges-Harmon	Norma Orth	Mary Woods
Jean Holbrook	Patricia Paladino	

Promotions/Transfers

Renee Anderson
Sharon Bowers
Maradith Halverson
Stephen Holm
Sandra Krough
Theodore Robinson
Clyde Roeder
Ronee Slagle
Sandra Vandenberg

