



For Immediate Release
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Southwest Iowa ECI: “ADA Amendments Act of 2008—What it Means to Employers” “Priceless Facts about Unemployment Taxes and Fraud”

COUNCIL BLUFFS, IOWA – Employers, you won’t want to miss this opportunity! The Southwest Iowa Employers’ Council (ECI) and Iowa Workforce Development (IWD) will host a training session on two topics you don’t want to miss: “Priceless Facts about Unemployment Taxes and Fraud” and “The ADA Amendments Act of 2008—What it Means to Employers”. This session will be held on Wednesday February 11, 2009 from 10:30 am to 1:30 pm at Riverside Grille, 2 Harrahs Blvd, Council Bluffs. Featured speakers will be Paula Fastenau who is the Unemployment Tax Auditor with IWD, John Doidge who is the Investigations and Recovery (Fraud) Specialist with IWD and Tom Good, Training Specialist with the Iowa Civil Rights Commission. All business owners, human resource professionals, personnel staff, attorneys, paralegals and payroll/accounting staff are invited to attend.

IWD is charged with collecting unemployment insurance taxes from employers and operating Iowa’s unemployment insurance payment programs. The unemployment tax rates are based on wages and recent unemployment benefit payments. The unemployment insurance trust fund is supported through taxes paid by Iowa employers. Therefore, unemployment fraudulently claimed in effect is money stolen directly from employers.

“Priceless Facts about Unemployment Taxes and Unemployment Fraud” program topics include:

- What are Employer’s tax liabilities—both state and federal?
- What is an employing unit and who are liable employers?
- How does the state determine an employer’s tax benefits ratio?
- Who investigates possible unemployment insurance fraud? How is fraud detected?
- Does the unemployment fraud detection program benefit employers?
- Why should an employer complete the cross match wage verification using the automated system?

Millions of Americans who were not previously protected by the ADA will be covered by the law as of January 1, 2009, because of the ADA Amendments Act (ADAAA). In many cases, the conditions that will be covered are not readily apparent. Employers must be prepared to modify policies and practices or they will significantly increase their risk of lawsuits and claims. Employers should provide just as much training about the amended law now as when the ADA was first enacted in 1990. Training for supervisors and managers will be critical.

“ADA Amendments Act of 2008” program topics include:

- Understanding the Americans with Disabilities Act (ADA) Amendments Act of 2008
- How the ADAAA changes the definition of disability
- Relationships with other laws and how employers should prepare
- Changing the focus of employer responses to people with impairments
- Reviewing job qualification standards and descriptions
- Reasonable accommodation best practices

Pre-registration is requested by Friday February 6th to Carol Morgan at (712) 242-2131 or carol.morgan@iwd.iowa.gov. There is a registration fee of \$25 to attend which covers lunch and meeting expenses and is payable at the door. This program has been approved for 2.5 (General) recertification credit hours towards PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI).

The Southwest IA Employers’ Council is a local employer group supported by Iowa Workforce Development Region 13 including Harrison, Shelby, Pottawattamie, Mills, Cass, Fremont and Page counties, and is part of the statewide Employers’ Council of Iowa system. All businesses, including Iowa, Nebraska and Missouri employers are welcome to attend ECI events. This employers’ group addresses workforce issues, and provides both educational and networking opportunities for employers and human resource professionals. Contact Carol Morgan for more information about the Southwest Iowa ECI group.

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