Unemployment Cost Control, Inc. ®

529 WILLOW AVE –STE A
HOBOKEN, NEW JERSEY 07030

TEL: (201) 798-1313
FAX: (201) 798-3011
E-MAIL: UCC@UICOST.COM
Website: www.uicost.com

October 20, 2011

Which SIDES are you on?

One of the most difficult tasks in the unemployment business is getting the story right the first time and telling it to the unemployment office. I'm sure you are aware of the usual questions: why did he lose his job? When did it happen? Who witnessed the event? Were any work rules violated? (etc.) This job gets harder for larger organizations where the keeper of the HR records is further removed from the line supervisors.

In a perfect world the separation information would be complete, with all documentation, and sent to the state department of labor within minutes of an unemployment claim being filed. However, we all know that this is not happening today. Records are not complete and let's face it, unemployment claims are often not your primary job responsibility.

The federal government is attempting to create a perfect world for unemployment claims processing. They have given states money to implement the SIDES program in which all unemployment claims would be sent and returned electronically. This sounds reasonable. However, the often ignored filing deadlines would be mercilessly enforced. Timeliness and completeness of information is the primary goal of SIDES.

The SIDES program is slowly being implemented on a state by state basis. At UCC we will contact our clients prior to utilizing this system in a state. This letter is just to alert you to the fact that if you are not currently able to easily and rapidly provide separation information, we should sit down and develop a better system now!

Automated systems are very flashy and attractive but they are often inflexible. UCC uses automation wherever possible. We can accommodate web entry of information or data feeds, but it is hard to question a bit of data for more information. I would like to work out a compromise system with you, especially if your company has many unemployment claims "in process."

Thank you! I wish you a pleasant and peaceful holiday season.

Bob DuVal, President
UCC, Inc.