

Colorado Department of Labor & Employment

Criteria for qualifying for unemployment insurance benefits:

- Unemployed through no fault of employee
- Must be available and actively seeking employment (waived in some circumstances)
- Must have earned \$2500 during the Base Period
- Offer of an Alternative Base Period

<https://www.colorado.gov/pacific/cdle/qualifying-benefits>

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What is a “Base Period”?

- Period of time the state reviews wages earned to determine qualification of benefits
- The period is the first calendar quarter of the last completed calendar quarters prior to the start date of the claim.

Example

Standard Base Period	
File Date	Must have earned at least \$2,500
Qtr 1 2015	Qtr 4 2014
	Qtr 3 2014
	Qtr 2 2014
	Qtr 1 2014
	Qtr 4 2013





Example

Standard Base Period	
File Date	Must have earned at least \$2,500
March 24, 2020	Oct - Dec
Qtr 1 - 2020	Oct - Dec
	Oct - Dec
	Jul - Sep
	Apr - Jun
	Jan - Mar
	Oct - Dec

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Base Period Continued

If you file a claim during one of the months in a box that contains an asterisk (*), the base period of your claim includes the months to the left of that box.

OCT NOV DEC	JAN FEB MAR	APR MAY JUN	JUL AUG SEP		*JAN FEB MAR			
	JAN FEB MAR	APR MAY JUN	JUL AUG SEP	OCT NOV DEC		*APR MAY JUN		
		APR MAY JUN	JUL AUG SEP	OCT NOV DEC	JAN FEB MAR		*JUL AUG SEP	
			JUL AUG SEP	OCT NOV DEC	JAN FEB MAR	APR MAY JUN		*OCT NOV DEC
LAST YEAR					THIS YEAR			

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What is an “Alternative Base Period”?

- If the employee did not earn enough for the Base Period, they may qualify.
- The period is the last four calendar quarters prior to the start date of the claim.

Example

	Alternative Base Period				
File Date	Must have earned at least \$2,500				
Qtr 1 2015	Qtr 4 2014	Qtr 3 2014	Qtr 2 2014	Qtr 1 2014	Qtr 4 2013

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How does the state calculate benefits?

First formula:

Begins with the total wages paid for the highest two consecutive quarters in the base period. The total earnings for this six-month period is divided by 26 (the number of weeks in the six-month period). That number is then multiplied by 0.6 to determine your weekly benefit amount. According to Colorado law, this weekly benefit amount currently cannot exceed \$561 per week, or be less than \$25.

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How does the state calculate benefits?

Second formula:

Begins with the total wages paid in the 12-month base period and divides that total by 52 (the number of weeks in a year). That number is then divided by 2 to determine your weekly benefit amount. According to Colorado law, this weekly benefit amount currently cannot exceed \$618 per week or be less than \$25.

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How do I calculate by benefit?

Estimation Tool for Benefits

Colorado Unemployment Insurance Benefits *ESTIMATOR*

Instructions To Get an Estimate Of Your Potential Benefits

If you are filing a claim between 3/26/2020 and 4/1/2020, your unemployment benefits will be based on all wages from all employers you worked for between 10/1/2018 through 9/30/2019. Please enter your **gross** wages (the amount you earned before taxes were withheld) for the periods indicated below. If you did not have any earnings during a given quarter, please enter zero for that quarter.

Since this estimate will be based on the amounts that you are now providing, it may differ from your actual benefit amount. To be as accurate as possible, you may want to refer to pay stub(s) and/or Form W2(s) you have received from your employer(s). If you refer to a Form W2, you will need to convert your gross pay from a yearly total into quarterly amounts.

Note: This is an estimate only and is based on the information you provide.

10/1/2018-12/31/2018	\$	<input type="text"/>
1/1/2019-3/31/2019	\$	<input type="text"/>
4/1/2019-6/30/2019	\$	<input type="text"/>
7/1/2019-9/30/2019	\$	<input type="text"/>
10/1/2019-12/31/2019	\$	<input type="text"/>
1/1/2020-3/31/2020	\$	<input type="text"/>
Click Here To Estimate Your Benefits		

<http://www.coworkforce.com/uiEstimator/>

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Contact Information:

- Colorado Division of Unemployment Insurance - (303) 318-9000
- Lighthouse HR Support
 - Kelly Murphy
 - kelly@lhhrs.net
 - ed@lhhrs.net
 - 970-243-7789

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