

Please note updates:

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The Redding Employment Tax Office is closed.

We apologize for the inconvenience.

2024 HOUSEHOLD EMPLOYER'S GUIDE

Important Information

Effective January 1, 2024, Senate Bill 951 removes the taxable wage limit and maximum withholdings for each employee subject to State Disability Insurance (SDI) contributions.

Electronic Reporting and Payment Requirement: All employers must electronically submit employment tax returns, wage reports, and payroll tax deposits to us. For more information, visit [E-file and E-pay Mandate](http://edd.ca.gov/EfileMandate) (edd.ca.gov/EfileMandate) or refer to [page 14](#).

e-Services for Business: Employers can file, pay, and manage their employer payroll tax account online. For more information, visit [e-Services for Business](http://edd.ca.gov/eServices) (edd.ca.gov/eServices) or refer to [page 15](#).

State Information Data Exchange System (SIDES): Employers and third-party administrators can elect to electronically receive and respond to our notices using SIDES. For more information, visit [SIDES](http://edd.ca.gov/Unemployment/SIDES.htm) (edd.ca.gov/Unemployment/SIDES.htm).

New Employee Registry (NER): The law requires all employers to report all newly hired or rehired employees to the NER within 20 days of their start-of-work date. For more information, visit [NER FAQs](http://edd.ca.gov/en/payroll_taxes/FAQ_-_California_New_Employee_Registry) (edd.ca.gov/en/payroll_taxes/FAQ_-_California_New_Employee_Registry) or refer to [page 40](#).

Payroll Tax Seminars: We partner with other agencies to share information you need to comply with California payroll tax laws. For more information, visit [Payroll Tax Seminars](http://Seminars.edd.ca.gov/Payroll_Tax_Seminars) (Seminars.edd.ca.gov/Payroll_Tax_Seminars).

Get Email Notices: Subscribe to our email lists for the latest news about our programs and services including news and announcements, recently added forms and publications, and events. Visit our [Email Notices](http://edd.ca.gov/about_edd/Get_Email_Notices.htm) webpage (edd.ca.gov/about_edd/Get_Email_Notices.htm) to subscribe.

Quick and Easy Access to Tax Help, Forms, and Publications: Refer to [page 1](#) for instructions on how to get payroll tax forms and assistance online, by phone, or by visiting one of our Employment Tax Offices.

Fraud Prevention, Detection, and Reporting: For information on how to prevent and detect fraud, visit [Help Fight Fraud](http://edd.ca.gov/en/about_edd/fraud.htm) (edd.ca.gov/en/about_edd/fraud.htm). Refer to [page 52](#) for information about UI fraud.

California Employer News and Updates: Find the latest tax news, annual updates, and resources to support you and your business. Subscribe to receive emails about employment and payroll tax updates. For more information, visit [Employer News and Updates](http://edd.ca.gov/payroll_taxes/employer-news.htm) (edd.ca.gov/payroll_taxes/employer-news.htm).

2024 Payroll Tax Rates, Taxable Wage Limits, and Maximum Benefit Amounts

Unemployment Insurance (UI)

- The 2024 taxable wage limit is \$7,000 per employee.
- The UI maximum weekly benefit amount is \$450.
- The UI tax rate for new employers is 3.4 percent (.034) for a period of two to three years.
- Employer rates are available online at [e-Services for Business](http://edd.ca.gov/eServices) (edd.ca.gov/eServices).

Employment Training Tax (ETT)

- The 2024 ETT rate is 0.1 percent (.001) on the first \$7,000 of each employee's wages.

State Disability Insurance (SDI)

- The 2024 SDI withholding rate is 1.1 percent (.011). The rate includes Disability Insurance (DI) and Paid Family Leave (PFL).
- There is no SDI taxable wage limit beginning January 1, 2024. DI and PFL maximum weekly benefit amounts are available online at [Quick Statistics](http://edd.ca.gov/en/about_edd/quick_statistics) (edd.ca.gov/en/about_edd/quick_statistics).

California Personal Income Tax (PIT) Withholding

You are not required to withhold PIT from household employees' wages. However, if you agree to withhold PIT for any of your household employees, PIT withholding is based on the amount of wages paid, the number of withholding allowances claimed by the employee, and the payroll period. For more information on PIT Withholding, refer to [pages 12 and 13](#), or visit [Rates and Withholding](http://edd.ca.gov/Payroll_Taxes/Rates_and_Withholding.htm) (edd.ca.gov/Payroll_Taxes/Rates_and_Withholding.htm).



Dear Household Employer:

The Employment Development Department (EDD) understands your time is valuable. We are committed to providing you with the tools and resources to manage your payroll tax account online.

We've made it easier to file and pay with [e-Services for Business](http://edd.ca.gov/eServices) (edd.ca.gov/eServices), available 24 hours a day, 7 days a week. You can file, adjust, print returns, make payments, update your account information, and much more!

To assist household employers, a resource page was created with you in mind to help you successfully manage your California payroll tax reporting responsibilities, visit [Household Employer](http://edd.ca.gov/en/payroll_taxes/household_employer) (edd.ca.gov/en/payroll_taxes/household_employer). We encourage you to explore our improved [EDD website](http://edd.ca.gov) (edd.ca.gov) for additional information about our programs, services, and no-cost employer seminars.

Join the many employers taking advantage of going paperless, to save time and space, while helping to preserve the environment. You can access the [Household Employer's Guide \(DE 8829\) \(PDF\)](http://edd.ca.gov/siteassets/files/pdf_pub_ctr/de8829.pdf) at (edd.ca.gov/siteassets/files/pdf_pub_ctr/de8829.pdf). If you're currently receiving a paper copy, you can opt-out on e-Services for Business.

Take advantage of our [email subscription service](http://edd.ca.gov/en/about_edd/Get_Email_Notices) (edd.ca.gov/en/about_edd/Get_Email_Notices) and receive the latest updates, reminders, and information on our programs and available services.

We are available and stand ready to answer your payroll tax questions, contact our Taxpayer Assistance Center at 1-888-745-3886.

We wish you continued success in the year ahead.

Sincerely,

A handwritten signature in black ink that reads "Nancy Farias".

NANCY FARIAS
Director





Manage Your Employer Payroll Tax Account Online!

Use e-Services for Business to electronically file tax returns and wage reports, make payments, update addresses, and much more!

Enroll at [e-Services for Business](http://edd.ca.gov/eServices)
(edd.ca.gov/eServices).



Go Paperless!

You can view or download this guide at [California Employer Guides](http://edd.ca.gov/en/Payroll_Taxes/Employers_Guides)
(edd.ca.gov/en/Payroll_Taxes/Employers_Guides).

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e-Services for Business



- Fulfills the e-file and e-pay mandate.
- Manage your employer payroll tax account online.
- Register as an employer.
- File tax returns and wage reports.
- Pay deposits and liabilities.
- Change an address.

Register online using [e-Services for Business](http://edd.ca.gov/eServices) (edd.ca.gov/eServices).



Online

Visit the [EDD website](http://edd.ca.gov) (edd.ca.gov).

- Get answers to [frequently asked questions](http://edd.ca.gov/payroll_taxes/faqs.htm) (edd.ca.gov/payroll_taxes/faqs.htm).
- Get information on [Payroll Tax Seminars](http://Seminars.edd.ca.gov/Payroll_Tax_Seminars) (Seminars.edd.ca.gov/Payroll_Tax_Seminars).
- Get information for [tax professionals](http://edd.ca.gov/payroll_taxes/tax_practitioners.htm) (edd.ca.gov/payroll_taxes/tax_practitioners.htm).
- Send us comments and questions at [Ask EDD](http://edd.ca.gov/about_edd/contact_edd.htm) (edd.ca.gov/about_edd/contact_edd.htm).

Visit the [California Tax Service Center](http://taxes.ca.gov) (taxes.ca.gov) for federal and California tax information for businesses and individuals.



Phone

Toll-free from the U.S. or Canada: 1-888-745-3886

Hearing impaired: 1-800-547-9565

Outside the U.S. or Canada: 1-916-464-3502
Staff are available from 8 a.m. to 5 p.m., Pacific Time, Monday through Friday, to answer your questions.



Walk-In Offices

For information and advice about your payroll tax responsibilities, visit your local Employment Tax Office from 8 a.m. to 5 p.m., Pacific Time, Monday through Friday:

Anaheim 2099 S. State College Blvd., Suite 401, 92806
Phone Number: 1-888-745-3886

Fresno 1050 O Street, 93721
Phone Number: 1-888-745-3886

Oakland 7677 Oakport Street, Suite 400, 94621
Phone Number: 1-888-745-3886

Redding 1325 Pine Street, 96004
Phone Number: 1-888-745-3886

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Sacramento 3321 Power Inn Road, Suite 220, 95826
Phone Number: 1-888-745-3886

San Bernardino 658 East Brier Drive, Suite 300, 92408
Phone Number: 1-888-745-3886

San Diego 10636 Scripps Summit Ct., Suite 202, 92131
Phone Number: 1-888-745-3886

San Jose 906 Ruff Drive, 95110
Phone Number: 1-888-745-3886

Santa Fe Springs 10330 Pioneer Blvd., Suite 150, 90670
Phone Number: 1-888-745-3886

Van Nuys 6150 Van Nuys Blvd., Room 210, 91401
Phone Number: 1-888-745-3886

To find an office near you, visit the [Office Locator](http://edd.ca.gov/office_locator) (edd.ca.gov/office_locator).

Self-Service Offices

Tax forms and a no-cost direct-line phone are available from 8 a.m. to 5 p.m., Pacific Time, Monday through Friday at our self-service offices.

Bakersfield 1800 30th Street, Suite 240, 93301

Modesto 3340 Tully Road, Suite E-10, 95350

San Francisco 745 Franklin Street, Suite 400, 94120

Santa Rosa 50 D Street, Suite 100, 95404

Vallejo 1440 Marin Street, Suite 114, 94590

Ventura 4820 McGrath Street, Suite 200, 93003

Forms and Publications

Download and order forms, instructions, and publications at [Online Forms and Publications](http://edd.ca.gov/forms) (edd.ca.gov/forms).

We Want to Hear From You

Let us know how we can improve this guide to better meet your needs. Send your comments and suggestions to:

Employment Development Department
Publications and Marketing Services Group, MIC 93
PO Box 826880
Sacramento, CA 94280-0001

Delinquent if Not Postmarked or Received By	Annual Household Employers	Quarterly Household Employers
January 31, 2024	<ul style="list-style-type: none"> File an <i>Employer of Household Worker(s) Quarterly Report of Wages and Withholdings</i> (DE 3BHW) for quarter ending December 31, 2023. File an <i>Employer of Household Worker(s) Annual Payroll Tax Return</i> (DE 3HW) with payment for 2023. Provide Wage and Tax Statement Form W-2 and an Earned Income Tax Credit (EITC) notification to employees for 2023. Refer to page 43 for additional information. 	<ul style="list-style-type: none"> Submit <i>Payroll Tax Deposit</i> (DE 88) payment for quarter ending December 31, 2023. File a <i>Quarterly Contribution Return and Report of Wages</i> (DE 9) and a <i>Quarterly Contribution Return and Report of Wages (Continuation)</i> (DE 9C) for quarter ending December 31, 2023. Provide a Wage and Tax Statement Form W-2 and Earned Income Tax Credit (EITC) notification to employees for 2023. Refer to page 43 for additional information.
April 30, 2024	<ul style="list-style-type: none"> File DE 3BHW for quarter ending March 31, 2024. 	<ul style="list-style-type: none"> Submit DE 88 payment for quarter ending March 31, 2024. File DE 9 and DE 9C for quarter ending March 31, 2024.
July 31, 2024	<ul style="list-style-type: none"> File DE 3BHW for quarter ending June 30, 2024. 	<ul style="list-style-type: none"> Submit DE 88 payment for quarter ending June 30, 2024. File DE 9 and DE 9C for quarter ending June 30, 2024.
October 31, 2024	<ul style="list-style-type: none"> File DE 3BHW for quarter ending September 30, 2024. 	<ul style="list-style-type: none"> Submit DE 88 payment for quarter ending September 30, 2024. File DE 9 and DE 9C for quarter ending September 30, 2024.
January 31, 2025	<ul style="list-style-type: none"> File DE 3BHW for quarter ending December 31, 2024. File DE 3HW with payment for 2024. Provide Form W-2 and EITC notification to employees for 2024. Refer to page 43 for additional information. 	<ul style="list-style-type: none"> Submit DE 88 payment for quarter ending December 31, 2024. File DE 9 and DE 9C for quarter ending December 31, 2024. Provide Form W-2 and EITC notification to employees for 2024. Refer to page 43 for additional information.

2024 Calendar of Filing Dates

Seminars to Help Employers Succeed

We offer no-fee seminars to help employers understand and comply with California’s payroll tax laws.

The EDD offers seminars on the following topics:	
<ul style="list-style-type: none"> • State Basic Payroll Tax Seminar • Federal and State Basic Payroll Tax Seminar • State Labor Law and Payroll Tax Seminar 	<ul style="list-style-type: none"> • Employment Status Tax Seminar • Cannabis Industry and State Payroll Tax Seminar • AB 5 Motor Carrier Worker Classification Online Webinar
The EDD and the Internal Revenue Service (IRS) jointly offer seminars on:	The EDD and the Department of Industrial Relations’ Division of Labor Standards Enforcement jointly present classes on:
<ul style="list-style-type: none"> • Federal and state payroll reporting and withholding requirements. • Difference between employees and independent contractors and the importance of proper worker classification. 	<ul style="list-style-type: none"> • Wage and hour law application. • Employer and employee rights and responsibilities. • Recordkeeping, reporting, and posting requirements.

More information about seminars and tutorials is available at [Payroll Tax Seminars](http://Seminars.edd.ca.gov/Payroll_Tax_Seminars) (Seminars.edd.ca.gov/Payroll_Tax_Seminars).

Who Is a Household Employer?

You may be considered a household employer if you hire someone to work as your employee in or around your home for the benefit of your personal household and not your business. If you employ one or more employees for your business, you will need to register as a commercial employer.

Household employment may occur in a variety of settings, such as a:

- Private home
- Apartment
- Boat or mobile home
- Summer or winter home
- Condominium
- Local college club
- Local chapter of a college fraternity or sorority
- Hotel room (when the worker is employed by you, not the hotel)

Private homes include fixed places of residence, apartments, and hotel rooms in which an individual or family reside. Private homes do not include premises used primarily as a business enterprise, unless the workers are employed by the resident of such a facility and not by the business. These premises includes residential care home, boarding house, hotel, hospital, etc.

Who Is a Household Employee?

The individual providing labor or services for remuneration is presumed to be your employee unless the hiring entity demonstrates all conditions of the ABC Test are met. If the worker is your employee, it does not matter whether the work is temporary, full-time, or part-time, or that you hired the worker through an agency.

The individual is an independent contractor and not your employee if the individual is free from your direction and control, performs work outside of the usual course of the hiring entity's business, and has their own independently established business of the same type as the work performed.

Refer to the table below for a list of workers who are or are not household employees. This list is not intended to be a complete list of household employees.

These Are Household Employees ¹	These Are Not Household Employees
<ul style="list-style-type: none"> • Au pair • Baby-sitters¹ • Butlers • Caretakers • Chauffeurs • Cooks² • Crews of private yachts • Gardeners³ • Governesses and governors • Home health care workers • Housekeepers • Janitors • Laundry workers • Maids • Pilots of private airplanes for family use • Pool maintenance persons⁴ • Valets • Waiters and waitresses² 	<ul style="list-style-type: none"> • Carpenters • Electricians • Librarians • Musicians • Nurses leased from a nursing registry • Painters • Plumbers • Private secretaries • Tutors • Workers from a temporary services, leasing or employment agency⁵ • Workers provided by independent businesses (for example: a janitorial service, catering service, gardening service, or pool maintenance service)

Family Employment – Spouse, parents, minor children (under 18 years old), and registered domestic partner are excluded from employment for Unemployment Insurance, Employment Training Tax, and State Disability Insurance reporting and withholding purposes. Those providing services as household employees are excluded from Personal Income Tax (PIT) withholding, but employers are required to report the wages that are subject to PIT. For additional information, refer to *Information Sheet: Family Employment* (DE 231FAM) and *Information Sheet: Specialized Coverage (Elective Coverage for Exempt Workers)* (DE 231SC) available online at [Forms and Publications](http://edd.ca.gov/payroll_taxes/forms_and_publications.htm) (edd.ca.gov/payroll_taxes/forms_and_publications.htm).

¹ A worker who performs childcare services for you in their home generally is not your employee.

² Unless employed by a catering service.

³ Unless employed by a gardening service.

⁴ Unless employed by a pool maintenance service.

⁵ As long as the requirements of section 606.5 and 687.2 of the California Unemployment Insurance Code (CUIC) are met.

Refer to the [Information Sheet: Household Employment \(DE 231L\) \(PDF\)](http://edd.ca.gov/pdf_pub_ctr/de231l.pdf) (edd.ca.gov/pdf_pub_ctr/de231l.pdf) for additional information regarding household employment.

Contact the Taxpayer Assistance Center at 1-888-745-3886 to get a DE 231L or for assistance in determining whether the people who work for you are independent contractors or household employees.

When Should You Register as an Employer?

You must register with the Employment Development Department (EDD) within 15 days after you have paid \$750 or more in total cash wages in a calendar quarter to one or more people who work as your household employee. Refer to [page 4](#) for additional information on who is a household employee.

Cash wages include payment for services by check or cash. Do not include noncash wages, such as meals and lodging, when calculating whether you have reached \$750 in cash wages. Refer to *What Are Wages?* on [page 10](#) for a complete definition of cash and noncash wages.

Once you meet the \$750 in cash wage limit, you must include all cash and noncash payments as subject wages. The amount of subject wages you pay in a calendar quarter will determine the employer payroll taxes you are required to withhold and pay.

If You Pay (in a Quarter)	Then
\$750 to \$999.99	Withhold State Disability Insurance (SDI) for the remainder of the current year and through the following year, even if wages fall below \$750 in a quarter.
\$1,000 or more	Withhold SDI and pay Unemployment Insurance (UI) and Employment Training Tax (ETT) for the remainder of the current year and through the following year, even if wages fall below \$1,000 in a quarter.

When Should You Register as an Employer?

The following examples will help clarify when you must register with the EDD, begin reporting employee wages and withholdings, and pay employer payroll taxes:

Cash Wages	Meals and Lodging	Am I Required to Register?
\$700	\$149	You are not required to register, report employee wages, or withhold and pay any California payroll taxes because the cash wage limit of \$750 in a quarter has not been met (the value of meals and lodging is not included in reaching the \$750 cash wage limit).
\$750	\$75	You must register, report employee wages, and withhold SDI on the entire \$825. You are not required to pay UI and ETT because the cash wage limit of \$1,000 in a quarter has not been met.
\$900	\$150	You must register, report employee wages, and withhold SDI on the entire \$1,050. You are not required to pay UI and ETT because the cash wage limit of \$1,000 in a quarter has not been met (the value of meals and lodging is not included in reaching the \$1,000 cash wage limit).
\$1,000	\$100	You must register, report employee wages, pay UI and ETT, and withhold SDI on the entire \$1,100 because you have met the \$1,000 cash wage limit in a quarter .

You **are** required to report employee wages that are subject to California Personal Income Tax (PIT), but you **are not** required to withhold PIT unless you and your employees agree to do so. Refer to [page 10](#) for information regarding PIT wages and [page 13](#) for information about PIT withholding.

How to Register as an Employer

You must register with us as a household employer for California payroll tax purposes when you have paid cash wages totaling \$750 or more in one calendar quarter to one or more people who work as your household employee.

Action Required: Review the filing requirements for each type of household employer on [page 16](#) to assist in determining whether you should register as an annual or quarterly household employer.

- All household employers are initially registered as a Quarterly household employer. If you are a household employer and plan to pay \$20,000 or less in cash and noncash wages in one calendar year, you must complete an [Employer of Household Worker Election Notice \(DE 89\) \(PDF\)](#) (edd.ca.gov/pdf_pub_ctr/de89.pdf) in order to be converted to an Annual household employer. You will be required to complete a tax return and pay taxes annually and submit wage reports on a quarterly basis.
- If you are a household employer and plan to pay more than \$20,000 in cash and noncash wages, you will be registered as a quarterly household employer. You will be required to complete a tax return, wage report, and pay taxes on a quarterly basis.

Action Required: Complete the registration online or by mail:



Register online using the EDD [e-Services for Business](#) (edd.ca.gov/eServices).

Register by Mail

Complete and mail an [Employers of Household Workers Registration and Update Form \(DE 1HW\) \(PDF\)](#) (edd.ca.gov/pdf_pub_ctr/de1hw.pdf).

Mail or fax the completed registration form to:

**Employment Development Department
Account Services Group, MIC 28
PO Box 826880
Sacramento, CA 94280-0001
Fax: 1-916-654-9211**

If you have questions about registering as a household employer, contact the Taxpayer Assistance Center at 1-888-745-3886.

Posting Requirements

Once you are registered with the EDD, you will receive a notice to post in your workplace that informs your employees of their rights under the Unemployment Insurance (UI) and State Disability Insurance (SDI) programs. SDI includes Disability Insurance (DI) and Paid Family Leave (PFL). You must post this notice in a prominent location that is easily seen by your employees. You will receive one of the following notices if you are subject to:

- UI, DI, and PFL – [Notice to Employees \(DE 1857A\) \(PDF\)](#) (edd.ca.gov/pdf_pub_ctr/de1857a.pdf).
- UI only – [Notice to Employees–Unemployment Insurance Benefits \(DE 1857D\) \(PDF\)](#) (edd.ca.gov/pdf_pub_ctr/de1857d.pdf).
- DI and PFL only – [Notice to Employees \(DE 1858\) \(PDF\)](#) (edd.ca.gov/pdf_pub_ctr/de1858.pdf).

Notices and Pamphlets

Employers must provide a copy of the following notice and pamphlets to each employee to explain employees' benefit rights:

- *For Your Benefit: California's Programs for the Unemployed* (DE 2320) provides information on Unemployment Insurance (UI), Disability Insurance (DI), Paid Family Leave (PFL), and Workforce Services benefits available to the employee. This must be given when an employer discharges, lays off, or places an employee on a leave of absence. Printed copies of this notice may be provided to employees in person or via mail. Notice may also be provided via email if the following requirements are met:
 - Employers may provide this notice via email if an employee affirmatively opts into receipt of electronic statements or materials.
 - An employee may consent to receive electronic communication in writing, by email, or by some form of electronic acknowledgement.
 - In the case of electronic acknowledgement, the acknowledgement form must:
 - Fully explain that the employee agrees to receive notice electronically;
 - Provide the employee with information about how they can revoke consent of electronic receipt; and
 - Create a record of the agreement which can be provided to the employee.
 - Employees may revoke the agreement to receive notice by electronic communication at any time in writing, by email, or by some form of electronic acknowledgement.
- *Disability Insurance Provisions* (DE 2515) outlines DI benefits.
- *California Paid Family Leave* (DE 2511) outlines PFL benefits.

These forms are available to download or order at [Online Forms and Publications](http://edd.ca.gov/forms) (edd.ca.gov/forms).

Go Paperless!

You can view or download this guide at [California Employer Guides](http://edd.ca.gov/en/Payroll_Taxes/Employers_Guides) (edd.ca.gov/en/Payroll_Taxes/Employers_Guides).

For the latest tax news and employer resources, visit [California Employer News and Updates](http://edd.ca.gov/payroll_taxes/employer-news.htm) (edd.ca.gov/payroll_taxes/employer-news.htm).

Subscribe to our no-fee [email subscription services](http://edd.ca.gov/about_edd/get_email_notices.htm) (edd.ca.gov/about_edd/get_email_notices.htm).

For Illustrative Purposes Only



01HW11151

Employers of Household Workers Registration and Update Form

Employers need to register with us within 15 days after hiring one or more domestic household employees, and paying wages in excess of \$750 in a calendar quarter. Use this form to register with us, or to make updates to your employer account.

Review the instructions prior to completing this form. Do not submit this form until you have paid wages in excess of \$750 to one or more domestic household employees in any calendar quarter. Visit [registering](http://edd.ca.gov/EmployerRegistration) (edd.ca.gov/EmployerRegistration) for more information.

Did you know you can register online anytime? e-Services for Business online application is secure, saves paper, postage, and time. Register at [e-Services for Business](http://edd.ca.gov/eServices) (edd.ca.gov/eServices) and follow the step-by-step process to register.

Important: Incomplete and unsigned forms may not be processed.

File this form online through e-Services for Business (edd.ca.gov/eServices)

A. New Employer Account Number (Go to Item B.)		____-____-____-____-____ (Enter Employer Account Number when reporting an Update, Reopen, Close, or Change in Status.)																																									
B. Personal Information																																											
<input type="checkbox"/> Personal Name Change (E) <input type="checkbox"/> Add/Change/Delete Officer/Partner/Member (E)		Employer Account Number at the top of Item A, then complete the Items identified above and Item M.)																																									
Update(s): _____																																											
Close Account (Provide the previous Employer Account Number at the top of Item A and complete the rest of the form.)																																											
<input type="checkbox"/> Close Employer Account (Provide the Employer Account Number at the top of Item A.)		Reason for Closing Account <input type="checkbox"/> No longer have employees Date of Last Payroll _____																																									
<input type="checkbox"/> Report a Change in Status: Ownership of Entity, Taxpayer Type, or Name Reason for Change: _____ Change: From _____ To _____ (Provide the Employer Account Number at the top of Item A and complete the rest of the form.) Effective Date of Change: <u>02/01/2023</u>																																											
B. Taxpayer Type (Select type then proceed to Item C.)	<input type="checkbox"/> Individual Owner	<input checked="" type="checkbox"/> Co-Ownership	<input type="checkbox"/> Corporation <input type="checkbox"/> Other (Specify): _____																																								
C. First Payroll Date (MM/DD/YYYY)	First payroll date when cash wages paid exceeded \$750 but not more than \$999.99 : _____ Wages are all compensation for an employee's services. Visit Payroll Taxes – Forms and Publications (edd.ca.gov/en/Payroll_Taxes/Forms_and_Publications) to find the <i>Information Sheet: Wages (DE 231A)</i> and <i>Information Sheet: Types of Payments (DE 231TP)</i> . First payroll date when cash wages paid exceeded \$1,000 or more: _____																																										
D. Would you like information on how to elect to pay California employment taxes on an annual basis? See instructions for more information.																																											
<table border="1"> <thead> <tr> <th>Owner, Officer, Partner or Member Names</th> <th>Name</th> <th>Title</th> <th>SSN</th> <th>CA Driver's License Number</th> <th>Add</th> <th>Chg.</th> <th>Del.</th> </tr> </thead> <tbody> <tr> <td></td> <td>JOE SMITH</td> <td>CO-OWNER</td> <td>000-00-0000</td> <td>xxxxxxxx</td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td></td> <td>JANE SMITH</td> <td>CO-OWNER</td> <td>000-00-0000</td> <td>xxxxxxxx</td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </tbody> </table>				Owner, Officer, Partner or Member Names	Name	Title	SSN	CA Driver's License Number	Add	Chg.	Del.		JOE SMITH	CO-OWNER	000-00-0000	xxxxxxxx	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		JANE SMITH	CO-OWNER	000-00-0000	xxxxxxxx	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																				
F. Federal Employer Identification Number (FEIN) 99-9999999																																											
G. State or Province of Incorporation (If applicable)		H. California Secretary of State Entity Number																																									
I. Work Site Address (PO Box or Private Mail Box is not acceptable.)		Unit Number (If applicable)																																									
Street Number 123		Street Name MY HOUSE STREET																																									
City ANYTOWN		State or Province CA	ZIP Code 12345																																								
		Country																																									
		Phone Number																																									
J. Mailing Address (PO Box or Private Mail Box is acceptable.)		Unit Number (If applicable)																																									
Street Number		Street Name																																									
City		State or Province	ZIP Code																																								
<input type="checkbox"/> Same as Above		Country																																									
		Phone Number																																									

How to Register as an Employer

For Illustrative Purposes Only

File this form
online through
[e-Services for Business](http://edd.ca.gov/eServices)
(edd.ca.gov/eServices)



01HW11152

Household Workers Registration and Update Form

K. E-mail Address <input checked="" type="checkbox"/> Check to allow email contact	JANESMITH@ANYSERVER.COM		
	L. Contact Person (Complete a <i>Power of Attorney Declaration</i> (DE 48), if applicable.)	Name JANE SMITH	Contact Phone Number (123) 555-6789
M. Declaration I certify under penalty of perjury that the above information is true, correct, and complete, and that these actions are not being taken to receive a more favorable Unemployment Insurance rate. I further certify that I have the authority to sign on behalf of the above business.	Relation EMPLOYER	Address 123 MY HOUSE STREET ANYTOWN, CA 12345	
	Signature <i>Jane Smith</i>	Date 02/16/2023	
	Name JANE SMITH	Title EMPLOYER	Phone Number (123) 555-6789

What Are Wages?

Wages are all compensation for an employee's personal services, whether paid by check, cash, electronic debit, or the reasonable cash value of noncash payments such as meals and lodging. The method of payment, whether by private agreement, consent, or mandate, does not change the taxability of wages paid to employees. Payments are considered wages even if the employee is a casual worker, a day or contract laborer, part-time or temporary worker, or paid by the day, hour, or any other method or measurement.

In addition, how employees are paid does not change the employer's responsibility for payroll taxes. Supplemental payments, including bonuses, overtime pay, commissions, and vacation pay are also considered wages.

If you pay your employees' share of Social Security, Medicare, or State Disability Insurance (SDI) without deducting the amounts from their wages, these payments may also be considered wages. Refer to the [Information Sheet: Social Security, Medicare, State Disability Insurance, Federal and State Income Taxes Paid by an Employer \(DE 231Q\) \(PDF\)](#) (edd.ca.gov/pdf_pub_ctr/de231q.pdf), or contact the Taxpayer Assistance Center at 1-888-745-3886.

What Are Subject Wages?

Generally, all wages, unless excluded under the California Unemployment Insurance Code, are considered subject wages and are used to determine the amount of Unemployment Insurance (UI), Disability Insurance (DI), and Paid Family Leave (PFL) benefits a claimant receives. Subject wages are the full amount of wages paid to an employee, regardless of the UI taxable wage limits. Refer to the inside cover for the 2024 taxable wage limits.

What Are Personal Income Tax Wages?

Personal Income Tax (PIT) wages are cash and noncash payments subject to state income tax. Individuals must report PIT wages on their California income tax return. Most payments for household employees' services should be reported as PIT wages.

An employee's calendar year total for PIT wages should match with the amount reported on the employee's federal *Wage and Tax Statement* (Form W-2) in Box 16 (state wages, tips, etc.). Household employers are not required to withhold PIT; however, they are required to report PIT wages for each household employee.

For additional information about PIT wages, refer to [page 13](#).

Are Subject Wages and PIT Wages the Same?

In most situations, subject wages and PIT wages are the same. However, subject wages and PIT wages are reported separately on your EDD quarterly wage report.

For additional information:

- Annual household employers refer to [Information Sheet: Personal Income Tax Wages Reported on the Quarterly Report of Wages and Withholdings for Employers of Household Workers \(DE 3BHW\) \(DE 231PH\) \(PDF\)](#) (edd.ca.gov/siteassets/files/pdf_pub_ctr/de231ph.pdf).
- Quarterly household employers refer to [Information Sheet: Personal Income Tax Wages Reported on the Quarterly Contribution Return and Report of Wages \(Continuation\) \(DE 9C\) \(DE 231PIT\) \(PDF\)](#) (edd.ca.gov/siteassets/files/pdf_pub_ctr/de231pit.pdf).

These forms are available online at [Forms and Publications](#) (edd.ca.gov/payroll_taxes/forms_and_publications.htm) or you can contact the Taxpayer Assistance Center at 1-888-745-3886 for assistance.

Meals and Lodging Values

Meals and lodging given to employees are wages. If your employees are covered under a contract of employment or union agreement, the taxable value of meals and lodging should not be less than the estimated value stated in that document. If the cash value is not stated in an employment contract or union agreement, use the tables and information below to determine the value of the meals and lodging you provide to your employees. Meals and lodging furnished for the employer’s convenience and on the employer’s premises are not subject to Personal Income Tax (PIT). If you withhold PIT from your employees’ wages, refer to [page 13](#).

Value of Meals					
Year	Three Meals per Day	Breakfast	Lunch	Dinner	Meal Not Identified
2024	\$ 14.85	\$ 3.05	\$ 4.55	\$ 7.25	\$ 5.35
2023	\$ 13.85	\$ 2.85	\$ 4.25	\$ 6.75	\$ 4.95

To calculate the value of lodging, multiply the amount you could rent the property for (ordinary rental value) by 66 2/3 percent (0.6667). Ordinary rental value may be calculated on a monthly or weekly basis. The table below shows the minimum and maximum amounts to report for lodging.

Value of Lodging		
Year	Minimum per Week	Maximum per Month
2024	\$ 60.05	\$ 1,852
2023	\$ 57.05	\$ 1,759

For additional information, refer to [Information Sheet: Household Employment \(DE 231L\) \(PDF\)](#) (edd.ca.gov/pdf_pub_ctr/de231l.pdf), or contact the Taxpayer Assistance Center at 1-888-745-3886 for assistance. To view the current and historical values for meals and lodging refer to [Rates and Withholding](#) (edd.ca.gov/Payroll_Taxes/Rates_and_Withholding.htm).

For historical rate information for the last eight years, visit [Tax Rates, Wage Limits, and Value of Meals and Lodging \(DE 3395\) \(PDF\)](#) (edd.ca.gov/pdf_pub_ctr/de3395.pdf).

Go Paperless!

You can view or download this guide at [California Employer Guides](#) (edd.ca.gov/en/Payroll_Taxes/Employers_Guides).

2024 Payroll Tax Table				
Payroll Tax	Who Pays	Taxable Wages	Tax Rate	Maximum Tax
<p>Unemployment Insurance (UI)</p> <p>For more information, refer to Information Sheet: California System of Experience Rating (DE 231Z) (PDF) (edd.ca.gov/pdf_pub_ctr/de231z.pdf).</p>	Employer	First \$7,000 of wages per employee, in a calendar year.	New employer tax rate is 3.4 percent (.034) for a period of two to three years. Following this period, the tax rate is calculated annually based on each employer's previous UI experience and the condition of the UI Fund.	<p>\$434 per employee, per year (calculated at the highest UI tax rate of 6.2 percent [.062]).</p> <p>Your maximum UI tax amount will be less if your rate is less than 6.2 percent.</p>
<p>Employment Training Tax (ETT)</p>	Employer	First \$7,000 of wages per employee, in a calendar year.	Set by law at 0.1 percent (.001) of UI taxable wages for employers with positive UI reserve account balances.	\$7 per employee, per year.
<p>State Disability Insurance (SDI)</p> <p>Disability Insurance (DI) and Paid Family Leave (PFL) are components of the SDI program and are included in SDI employee contributions.</p>	<p>Employee</p> <p>Employer withholds SDI contributions from employee wages; employers are responsible for SDI not withheld from employee wages. If the employer pays SDI for employees, refer to page 10.</p>	No taxable wage limit.	The 2024 withholding rate is 1.1 percent (.011). Set by law, the SDI rate may change each year. We notify your employers of the new rate each December.	No maximum.
<p>California Personal Income Tax (PIT)</p>	<p>Employee</p> <p>Household employers are not required to withhold PIT from employee wages unless both the employer and employee agree to withhold the tax. Refer to page 13. However, the employee is still responsible for reporting their wages and paying any PIT due when they file their income tax return with the California Franchise Tax Board (FTB).</p>	<p>Normally, all PIT wages (cash and noncash).</p> <p>See page 13 for information on when to exclude meals and lodging from PIT wages.</p>	PIT is withheld based on each <i>Employee's Withholding Allowance Certificate</i> (DE 4). View the withholding schedules available at Payroll Taxes, Rates and Withholding (edd.ca.gov/Payroll_Taxes/Rates_and_Withholding.htm).	No maximum.

Withholding California Personal Income Tax

If a household employee wishes to have California Personal Income Tax (PIT) withheld from their wages **and** you agree to withhold it, you need to report and pay the PIT withheld to the Employment Development Department (EDD).

To have California PIT withheld, your employees must complete a state [Employee's Withholding Allowance Certificate \(DE 4\) \(PDF\)](http://edd.ca.gov/pdf_pub_ctr/de4.pdf) (edd.ca.gov/pdf_pub_ctr/de4.pdf).

Refer to the [California Withholding Schedules](http://edd.ca.gov/Payroll_Taxes/Rates_and_Withholding.htm) (edd.ca.gov/Payroll_Taxes/Rates_and_Withholding.htm) to determine the amount of PIT to be withheld from wages.

For more information, contact the Taxpayer Assistance Center at 1-888-745-3886.

PIT Wages and the Meals and Lodging Values: Meals and lodging are excluded from PIT wages and withholdings if you provide meals and lodging to your employees because it is convenient for you, **and**:

- Meals are furnished on your premises.
- or**
- Lodging is furnished on your premises and is required as a condition of employment.

Example: A governess lives and eats meals in your home so she can take care of your children. The value of the meals and lodging would not be considered PIT wages, and PIT would not be withheld because the meals and lodging are furnished on your premises for your convenience.

The value of the meals and lodging would be included in total subject wages reported on the *Employer of Household Worker(s) Quarterly Report of Wages and Withholdings* (DE 3BHW) for annual household employers and on the *Quarterly Contribution Return and Report of Wages (Continuation)* (DE 9C) for quarterly household employers. For additional information, refer to the [Information Sheet: Personal Income Tax Wages Reported on the Quarterly Report of Wages and Withholdings for Employers of Household Workers \(DE 3BHW\) \(DE 231PH\) \(PDF\)](http://edd.ca.gov/pdf_pub_ctr/de231ph.pdf) (edd.ca.gov/pdf_pub_ctr/de231ph.pdf).

If the meals and lodging do not meet the exclusions listed above, these amounts must be added to the cash wages paid to your employee(s) before computing the amount of PIT to withhold. Refer to the *Meals and Lodging Values* on [page 11](#) to determine the cash value to report, or visit [Meals and Lodging Values](#) (edd.ca.gov/Payroll_Taxes/Rates_and_Withholding.htm).

Remember:

- An employee's calendar year total for PIT wages should match with the amount reported in Box 16 on the employee's *Wage and Tax Statement* (Form W-2). Find additional information about Form W-2 online by visiting [Internal Revenue Service \(IRS\)](http://irs.gov) (irs.gov).
- While household employers are not required to withhold PIT, they are required to report PIT wages on the *Employer of Household Worker(s) Quarterly Report of Wages and Withholdings* (DE 3BHW) or *Quarterly Contribution Return and Report of Wages (Continuation)* (DE 9C). The PIT wages are reported separately from subject wages on the quarterly wage reports (DE 3BHW or DE 9C) that you file with us.

E-file and E-pay Mandate

All employers are required to electronically submit their employment tax returns, wage reports, and payroll tax deposits to us.

Benefits of Electronic Filing and Payment

- Increases data accuracy.
- Protects data through encryption.
- Reduces paper and mailing cost.
- Eliminates lost mail.

Penalty	
Paper Submittal	Penalty
Tax Return: <ul style="list-style-type: none"> • <i>Quarterly Contribution Return and Report of Wages</i> (DE 9) • <i>Employer of Household Worker(s) Annual Payroll Tax Return</i> (DE 3HW) • <i>Quarterly Contribution Return</i> (DE 3D) 	\$50 per return
Wage Report: <ul style="list-style-type: none"> • <i>Quarterly Contribution Return and Report of Wages (Continuation)</i> (DE 9C) • <i>Employer of Household Worker(s) Quarterly Report of Wages and Withholdings</i> (DE 3BHW) 	\$20 per wage item
Payroll Tax Deposit: <ul style="list-style-type: none"> • <i>Payroll Tax Deposit</i> (DE 88) 	15% of amount due

Waiver

Employers may request a waiver from the mandate due to lack of automation, severe economic hardship, current exemption from the federal government, or other *good cause*. You can download the [E-file and E-pay Mandate Waiver Request \(DE 1245W\) \(PDF\)](http://edd.ca.gov/pdf_pub_ctr/de1245w.pdf) (edd.ca.gov/pdf_pub_ctr/de1245w.pdf) or contact the Taxpayer Assistance Center at 1-888-745-3886. Instructions and mailing address are on the waiver request form.

For more information, visit the [E-file and E-pay Mandate for Employers](http://edd.ca.gov/Payroll_Taxes/E-file_and_E-pay_Mandate_for_Employers.htm) and [related noncompliance penalties](#) (edd.ca.gov/Payroll_Taxes/E-file_and_E-pay_Mandate_for_Employers.htm).



Enroll in [e-Services for Business](http://edd.ca.gov/eServices)
(edd.ca.gov/eServices)

to help you meet the requirements of the E-file and E-pay Mandate.
Fast, easy, and secure!

e-Services for Business

e-Services for Business allows employers and employer representatives and payroll agents to manage employer payroll tax accounts online at no cost. With a simple one-time enrollment, e-Services for Business can be used to electronically submit employment tax returns, wage reports, and payments 24 hours a day, 7 days a week.*

Enroll in [e-Services for Business](http://edd.ca.gov/eServices)
(edd.ca.gov/eServices).
Fast, easy, and secure!

Features:

- Register, close, or re-open an employer payroll tax account.
- File, adjust, and print tax returns and wage reports.
- Make payments.
- Report changes to your business.
- Protest Unemployment Insurance (UI) benefit charges or UI rates.
- Authorize a power of attorney.
- View notices and letters.
- Report new employees or independent contractors.
- Request a transfer of a reserve account.
- Change from annual to quarterly filing and payments.



Benefits:

- Fulfills the e-file and e-pay mandate for employers.
- No cost to enroll and use.
- Provides confirmation when your return, report, or payment is received.
- Saves time by saving basic account information for future transactions.
- Reduces paper and mailing cost.

** The Report of New Employee(s) (DE 34) and Report of Independent Contractor(s) (DE 542) may be filed from 5 a.m. to 12 midnight, Pacific time, 7 days a week. All other services on this page may be accessed 24 hours a day, 7 days a week.*

More e-Services for Business Information	
View tutorials on how to:	View answers to frequently asked questions about:
<ul style="list-style-type: none"> • Create a username and password. • Register for an employer payroll tax account number. • File a tax return and wage report. • Make a payroll tax deposit. • And more. <p>Visit e-Services for Business Tutorials (edd.ca.gov/payroll_taxes/e-Services_for_Business_tutorials.htm)</p>	<ul style="list-style-type: none"> • Accessing an employer payroll tax account. • Registering, closing, or reopening an account. • Filing forms and making payments. • Filing benefit charge and rate protests. • And more. <p>Frequently Asked Questions (edd.ca.gov/payroll_taxes/FAQ_-_e-Services_for_Business.htm)</p>

Online Services

Are You an Annual or Quarterly Household Employer?

How to Report and Pay Your Taxes

The two types of household employers; **Annual** household employers and **Quarterly** household employers.

	Annual Household Employer	Quarterly Household Employer
Requirements	Report wages quarterly, pay taxes annually, and is current with reporting and payments.	Report wages quarterly and pay taxes quarterly. Refer to page 25 .
Annual Wage Threshold	Pay household wages of \$20,000 or less annually and elects to pay taxes on an annual basis.	Pay household wages that exceed \$20,000 annually or pays household wages of \$20,000 or less annually and does not elect to pay taxes on an annual basis.
Forms Required (submit online using e-Services for Business (edd.ca.gov/eServices):		
Registration:	<ul style="list-style-type: none"> • <i>Employers of Household Workers Registration and Update Form (DE1HW).</i> • <i>Employer of Household Worker Election Notice (DE 89).</i> 	<i>Employers of Household Workers Registration and Update Form (DE 1HW).</i>
Each Quarter:	<i>Employer of Household Worker(s) Quarterly Report of Wages and Withholdings (DE 3BHW).</i>	<ul style="list-style-type: none"> • <i>Payroll Tax Deposit (DE 88) payment.</i> • <i>Quarterly Contribution Return and Report of Wages (DE 9).</i> • <i>Quarterly Contribution Return and Report of Wages (Continuation) (DE 9C).</i>
Each Year:	<i>Employer of Household Worker(s) Annual Payroll Tax Return (DE 3HW) with payment.</i>	

Are You an Annual or Quarterly Household Employer?

Annual Household Employers Overview

Household employers who pay \$20,000 or less in cash and noncash wages in one calendar year and are current on their reporting and payments may elect to make one yearly payment for their California payroll taxes. If you elect to pay taxes annually, you must still report employee subject wages, Personal Income Tax (PIT) wages, and PIT withholdings quarterly.

You will not automatically be considered an annual household employer, even if you pay \$20,000 or less in wages.

To request to become an annual household employer, you must submit the following form to the EDD:

- *Employer of Household Worker Election Notice* (DE 89). Refer to information below regarding the DE 89.

If you are approved as an annual household employer, you must file the following forms:

- **Quarterly:**
File an *Employer of Household Workers(s) Quarterly Report of Wages and Withholdings* (DE 3BHW) to report employee subject wages, Personal Income Tax (PIT), and PIT withholding.
- **Annually:**
File an *Employer of Household Worker(s) Annual Payroll Tax Return* (DE 3HW) with a payment for the total payroll taxes due.

Submit forms online using [e-Services for Business](http://edd.ca.gov/eServices) (edd.ca.gov/eServices).

Sample forms are provided on [pages 8](#) and [18](#).

Note:

- If you are approved as an annual household employer, but you submit a tax return and payments quarterly, your account will be converted to a quarterly household employer account. In order to revert back to an annual household employer, you will need to submit a DE 89.
- If you are an annual household employer and your total accumulated wages exceed \$20,000 during the calendar year, you must contact us immediately to change your filing status to a quarterly household employer. You can submit a request to us to terminate the annual household employer election and revert the account to quarterly filing of tax returns, wage reports and payments using [e-Services for Business](http://edd.ca.gov/eServices) (edd.ca.gov/eServices). Refer to [page 24](#) for additional information.

Employer of Household Worker Election Notice (DE 89) Overview

Household employers who pay \$20,000 or less in wages per year and are current on their reporting and payments can use the DE 89 to elect to pay California payroll taxes annually instead of quarterly. If approved, the election is effective the first day of the calendar year in which the election is filed. If you pay more than \$20,000 in accumulated wages in a year, the election will be terminated and you will be required to file and pay all payroll taxes owed for the year at the end of that calendar quarter.

Download the [DE 89 \(PDF\)](http://edd.ca.gov/pdf_pub_ctr/de89.pdf) (edd.ca.gov/pdf_pub_ctr/de89.pdf), or contact the Taxpayer Assistance Center at 1-888-745-3886.

For Illustrative Purposes Only



JOE AND JANE SMITH
PO BOX 12345
ANYTOWN, CA 12345

Date: 4/4/2023

Account Number: 000-0000-0

California law allows certain employers of household workers the option to pay California employment taxes for their household employees annually instead of quarterly. Information on wages paid to employees must still be reported on a quarterly basis. To be eligible to elect this option, an employer must:

- Be registered with the Employment Development Department (EDD) as an employer of household workers.
- Have no delinquent taxes or returns due to the EDD.
- Intend to pay \$20,000 or less in wages in a calendar year to household employees. (The sum of all subject wages, cash or noncash, paid to all employees must be no more than \$20,000 per year.)

To elect this tax payment option, complete the election notice at the bottom of this document and return it to the address indicated below. If approved, you will be notified in writing. Once approved, the election is effective the first day of the calendar year, January 1, in which the election is filed.

As an annual payer, you will file the quarterly *Employer of Household Worker(s) Quarterly Report of Wages and Withholdings*, [DE 3BHW](#), and the annual *Employer of Household Worker(s) Annual Payroll Tax Return*, [DE 3HW](#). **Until the EDD responds to your request**, please continue to file the *Quarterly Contribution Return and Report of Wages*, [DE 9](#), and the *Quarterly Contribution Return and Report of Wages (Continuation)*, [DE 9C](#), along with your *Payroll Tax Deposit*, [DE 88](#).

You can submit employment tax returns, wage reports, and payroll tax deposits electronically using e-Services for Business at www.edd.ca.gov/e-Services_for_Business to comply with the e-file and e-pay mandate. For more information on this mandate, visit www.edd.ca.gov/EfileMandate.

Please note, if you pay more than \$20,000 in wages in any given year, the annual payer election will be terminated, your account will revert back to a quarterly payer, and you will be required to file and pay all payroll taxes owed for the year at the end of every calendar quarter.

If you have any questions or need assistance, call the Taxpayer Assistance Center toll-free at 1-888-745-3886 or TTY 800-547-9565, or visit the EDD website at www.edd.ca.gov to view the *Household Employer's Guide*, [DE 8829](#).

Please cut and return the bottom portion of this notice to the address below. You may also fax your election notice to 1-916-654-9211.

EMPLOYER OF HOUSEHOLD WORKER ELECTION NOTICE

I am an employer of household workers and wish to elect to pay California employment taxes annually. I intend to pay no more than \$20,000 per year in wages to my workers. I understand that if I pay more than \$20,000 during the year, the election will be terminated and I will be required to file and pay all payroll taxes owed for the year at the end of that calendar quarter. I will also be required to file quarterly tax returns with payment for the remainder of the year. I will then need to file a new election to be eligible for this program in the future.

<u>Jane Smith</u>	<u>4/4/2023</u>	<u>000-0000-0</u>
Signature	Date	Employer Payroll Tax Account Number
<u>JANE SMITH</u>	<u>(123) 555-6789</u>	<u>PO BOX 12345</u>
Print Name	Phone Number	Address
<u>EMPLOYMENT DEVELOPMENT DEPARTMENT</u>	<u>ANYTOWN</u>	<u>CA 12345</u>
<u>PO BOX 826880 MIC 28</u>	<u>City</u>	<u>State ZIP Code</u>
<u>SACRAMENTO CA 94280-0001</u>		

**Employer of Household Worker(s)
Quarterly Report of Wages and Withholdings (DE 3BHW)
Overview**

Household employers who pay \$20,000 or less in wages per year and elect to pay taxes annually use the DE 3BHW to report employee quarterly wages subject to Unemployment Insurance (UI), Employment Training Tax (ETT), State Disability Insurance (SDI) taxes, and Personal Income Tax (PIT) wages. If PIT is withheld, that amount is also reported on this form. **Even though taxes are paid just once a year, wages must be reported each quarter by state law.** For quarters that you do not have wages, you must still file the report. Refer to [page 24](#) for your filing requirements if you stop employing people to work in your home and do not intend to hire anyone in the future.

2024 Due Dates

Employer of Household Worker(s) Quarterly Report of Wages and Withholdings (DE 3BHW)

Report Covering	Due Date	Delinquent if Not Filed By
January, February, March	April 1, 2024	April 30, 2024
April, May, June	July 1, 2024	July 31, 2024
July, August, September	October 1, 2024	October 31, 2024
October, November, December	January 1, 2025	January 31, 2025

You must electronically file a DE 3BHW each quarter even if you did not pay wages during the quarter. Tax returns and wage reports must be submitted electronically in order to be in compliance with the E-file and E-pay mandate for employers. Refer to [page 14](#) for more information on the E-file and E-pay mandate for employers and related non-compliance penalties. Penalty and interest will be charged on late filing of reports. Not having a form to complete is not considered *good cause* for filing your DE 3BHW late; refer to [page 57](#) for the definition of *good cause*. Refer to [page 24](#) for your filing requirements if you stop employing people to work in your home and do not intend to hire anyone in the future.

Electronic Filing: File and pay online with [e-Services for Business](http://edd.ca.gov/eServices) (edd.ca.gov/eServices). It's a fast, easy, and secure way to manage your employer payroll tax account online.

- Fulfills the E-file and E-pay mandate.
- File tax returns, wage reports and make payments.
- View, adjust, and print returns or reports.
- Available 24 hours a day, 7 days a week.

For additional e-Services for Business features, refer to [page 15](#).

Employer of Household Worker(s) Annual Payroll Tax Return (DE 3HW) Overview

Household employers who pay \$20,000 or less in wages per year and elect to pay taxes annually use the DE 3HW to report Unemployment Insurance (UI), Employment Training Tax (ETT), and State Disability Insurance (SDI) amounts withheld to the Employment Development Department (EDD). If Personal Income Tax (PIT) is withheld, that amount is also reported to the EDD with this form.

Note: If your total accumulated wages exceed \$20,000 during the year, you must notify the EDD immediately that you need to change to a quarterly household employer. Refer to [page 24](#) for information about changing from an annual household employer to a quarterly household employer.

2024 Due Dates

Employer of Household Worker(s) Annual Payroll Tax Return (DE 3HW)

Report Covering	Due Date	Delinquent if Not Filed By
2024	January 1, 2025	January 31, 2025

If you are unable to pay all or part of your taxes on time, you must still electronically file your DE 3HW. Tax returns and wage reports must be electronically submitted per the e-file and e-pay mandate for employers. Refer to [page 14](#) for more information on the e-file and e-pay mandate for employers and related noncompliance penalties. Penalty and interest will be charged on late payroll tax payments and reports. Not having a form to complete is not considered *good cause* for filing your DE 3HW late; refer to [page 57](#) for the definition of *good cause*. Refer to [page 24](#) for your filing requirements if you stop employing people to work in your home and do not intend to hire anyone in the future.

Electronic Filing: File and pay online with [e-Services for Business](http://edd.ca.gov/eServices) (edd.ca.gov/eServices). It's a fast, easy, and secure way to manage your employer payroll tax account online.

- Fulfills the e-file and e-pay mandate.
- File tax returns and wage reports and make payments.
- View, adjust, and print returns/reports.
- Available 24 hours a day, 7 days a week.

For additional e-Services for Business features, refer to [page 15](#).

To learn more about employer payroll taxes, visit [Payroll Tax Seminars](http://Seminars.edd.ca.gov/Payroll_Tax_Seminars)
(Seminars.edd.ca.gov/Payroll_Tax_Seminars).

Employer Paid Taxes for Employees

If you pay the State Disability Insurance (SDI) tax without deducting it from your employees wages, the amount of the SDI you paid **is** considered an increase in the employees wages and **should** be included in subject wages for Unemployment Insurance (UI), Employment Training Tax (ETT), and SDI purposes.

If you pay Social Security or Medicare without deducting them from your employees wages, the amount you paid **is not** considered an increase in the employees' wages and **should not** be included in subject wages for UI, ETT, or SDI purposes.

If you and your employees have agreed to withhold Personal Income Tax (PIT), the amount of Social Security, Medicare, or SDI that you paid without deducting from the employee's subject wages **should** be included in **PIT wages** and used to calculate the PIT withholding amount.

For help with calculating subject wages and PIT wages under these circumstances, refer to [Information Sheet: Social Security/Medicare/State Disability Insurance/Federal and State Income Taxes Paid by an Employer \(DE 231Q\) \(PDF\)](http://edd.ca.gov/pdf_pub_ctr/de231q.pdf) (edd.ca.gov/pdf_pub_ctr/de231q.pdf). You can download the DE 231Q or contact the Taxpayer Assistance Center at 1-888-745-3886.

Refer to [page 29](#) for *How to Calculate Taxable Wages*.

Go Paperless!

You can view or download this guide at [California Employer Guides](http://edd.ca.gov/en/Payroll_Taxes/Employers_Guides) (edd.ca.gov/en/Payroll_Taxes/Employers_Guides).

For the latest tax news and employer resources, visit [California Employer News and Updates](http://edd.ca.gov/payroll_taxes/employer-news.htm) (edd.ca.gov/payroll_taxes/employer-news.htm).

Subscribe to our no-fee [email subscription services](http://edd.ca.gov/about_edd/get_email_notices.htm) (edd.ca.gov/about_edd/get_email_notices.htm).

2024 Due Dates and Delinquency Dates

Note: When the last timely date to file falls on a Saturday, Sunday, or federal holiday, filings are delinquent if not postmarked or received by the next business day.

Form	Filing Due Dates	Delinquent if Not Postmarked or Received By
<i>Employer of Household Worker(s) Quarterly Report of Wages and Withholdings (DE 3BHW)</i>	April 1, 2024 for filing period of January, February, and March	April 30, 2024
	July 1, 2024 for filing period of April, May, and June	July 31, 2024
	October 1, 2024 for filing period of July, August, and September	October 31, 2024
	January 1, 2025 for filing period of October, November, and December	January 31, 2025
<i>Employer of Household Worker(s) Annual Payroll Tax Return (DE 3HW) (with payment)</i>	January 1, 2025 for tax year 2024	January 31, 2025

If you cannot pay all or part of your taxes on time, you must still electronically file the DE 3HW. **Penalty and interest will be charged on late payroll tax payments and reports.**

Electronic Filers:

- Follow the online instructions to submit timely reports through [e-Services for Business](https://edd.ca.gov/eServices) (edd.ca.gov/eServices).

To learn more about employer payroll taxes visit, [Payroll Tax Seminars](https://Seminars.edd.ca.gov/Payroll_Tax_Seminars) (Seminars.edd.ca.gov/Payroll_Tax_Seminars).

Correcting Previously Filed Reports and Returns

Employers: Use the Tax and Wage Adjustment Form (DE 678) to make corrections to previous tax returns and wage reports. Refer to [How to Correct Prior Reports, Returns, or Deposits](http://edd.ca.gov/en/payroll_taxes/how_to_correct_prior_reports_or_deposits) (edd.ca.gov/en/payroll_taxes/how_to_correct_prior_reports_or_deposits) for detailed instructions on how to request adjustments to the DE 3HW and/or DE 3BHW through e-Services for Business or on paper adjustment forms.

Electronic Adjustments: File online through [e-Services for Business](http://edd.ca.gov/eServices) (edd.ca.gov/eServices) and follow the simple online instructions to make corrections to previously filed reports and returns.

Paper Adjustments: Use the table below to determine how to correct your Employment Development Department (EDD) reports with the [Tax and Wage Adjustment Form \(DE 678\) \(PDF\)](http://edd.ca.gov/pdf_pub_ctr/de678.pdf) (edd.ca.gov/pdf_pub_ctr/de678.pdf).

Type of Adjustment	How to Make an Adjustment
Reported incorrect UI, ETT, SDI, and/or PIT information on the DE 3HW .	<ul style="list-style-type: none"> Complete sections I, III, and IV of the DE 678 (edd.ca.gov/siteassets/files/pdf_pub_ctr/de678.pdf) with the correct information. If the DE 3BHWs were filed incorrectly, also complete section V. One entry is required per employee for each quarter that needs to be corrected. Enter the quarter, SSN, employee name, Total Subject Wages, PIT Wages and PIT Withheld for each employee. Refer to the DE 678 form instructions (edd.ca.gov/pdf_pub_ctr/de678i.pdf) for sample entries. If taxes are due, send a payment with the DE 678 for the amount plus penalty and interest (edd.ca.gov/Payroll_Taxes/Interest_Rate.htm). The penalty amount is 15% of the portion of the payment that is late.
Did not report employee on a previously filed DE 3HW and DE 3BHW .	<ul style="list-style-type: none"> Complete sections I and V of the DE 678 (edd.ca.gov/siteassets/files/pdf_pub_ctr/de678.pdf). If the DE 3HW was filed incorrectly, also complete section III. One entry is required per employee for each quarter that needs to be corrected in section V. Enter the quarter, SSN, employee name, Total Subject Wages, PIT Wages and PIT Withheld for each employee. Refer to the DE 678 form instructions (edd.ca.gov/pdf_pub_ctr/de678i.pdf) for sample entries.
Reported incorrect wage or PIT withholding information on a previously filed DE 3BHW .	<ul style="list-style-type: none"> Complete sections I and V of the DE 678 (edd.ca.gov/siteassets/files/pdf_pub_ctr/de678.pdf). One entry is required per employee for each quarter that needs to be corrected in section V. Enter quarter, SSN, employee name, Total Subject Wages, PIT Wages and PIT Withheld for each employee. Refer to the DE 678 form instructions (edd.ca.gov/pdf_pub_ctr/de678i.pdf) for sample entries.
Reported incorrect employee Social Security number (SSN) and/or name on a previously filed DE 3BHW .	<ul style="list-style-type: none"> Complete sections I and V of the DE 678 (edd.ca.gov/siteassets/files/pdf_pub_ctr/de678.pdf). Two entries are required per employee for each quarter that needs to be corrected in section V. Enter quarter, SSN, employee name, Total Subject Wages, PIT Wages and PIT Withheld for each employee. Refer to the DE 678 form instructions (edd.ca.gov/pdf_pub_ctr/de678i.pdf) for sample entries.
Incorrect employee name reported on a previously filed DE 3BHW .	<ul style="list-style-type: none"> Complete sections I and V of the DE 678 (edd.ca.gov/siteassets/files/pdf_pub_ctr/de678.pdf), Two entries are required per employee for each quarter that needs to be corrected in section V. First Entry: enter the quarter, SSN, incorrect employee name, and enter zeros in Total Subject Wages, PIT Wages and PIT Withheld. Second Entry: enter the quarter, SSN, correct employee name, Total Subject Wages, PIT Wages, and PIT Withheld. Refer to the DE 678 form instructions (edd.ca.gov/pdf_pub_ctr/de678i.pdf) for sample entries.
No SSN reported for employee on a previously filed DE 3BHW .	<ul style="list-style-type: none"> Complete sections I and V of the DE 678 (edd.ca.gov/siteassets/files/pdf_pub_ctr/de678.pdf). Two entries are required per employee for each quarter that needs to be corrected in section V. First Entry: enter the quarter, enter all zeros for the SSN filed, employee name, and enter zeros for subject wages, PIT wages, and PIT withheld. Second Entry: enter the quarter, correct SSN, employee name, Total Subject Wages, PIT Wages and PIT Withheld. Refer to the DE 678 form instructions (edd.ca.gov/pdf_pub_ctr/de678i.pdf) for sample entries.

You can download the [DE 678 \(PDF\)](http://edd.ca.gov/pdf_pub_ctr/de678.pdf) (edd.ca.gov/pdf_pub_ctr/de678.pdf) and the [Instructions for Completing the Tax and Wage Adjustment Form \(DE 678-I\) \(PDF\)](http://edd.ca.gov/pdf_pub_ctr/de678i.pdf) (edd.ca.gov/pdf_pub_ctr/de678i.pdf). For questions about the use of the form, adjusting previously reported payroll taxes or wages, or to order forms, contact the Taxpayer Assistance Center at 1-888-745-3886.

No Longer Paying Wages

If you stop employing people to work in your home and do not intend to hire anyone in the future, submit your final *Employer of Household Worker(s) Annual Payroll Tax Return* (DE 3HW) and a payment for the total payroll taxes due, and your *Employer of Household Worker(s) Quarterly Report of Wages and Withholdings* (DE 3BHW) for the quarter. These must be submitted within 10 days of when you stop employing people, regardless of the normal due date. If you plan to employ people to work in your home in the future, but do not have payroll this quarter, file a DE 3BHW indicating you do not have payroll to report. If you have an approved e-file and e-pay mandate for employers' waiver and file by paper, mark *No Payroll This Quarter* (Item B) on the DE 3BHW. These reports must be filed even if no wages were paid in the quarter. Contact the Taxpayer Assistance Center at 1-888-745-3886 for assistance.

Household employers may close their employer payroll tax account online using [e-Services for Business](http://edd.ca.gov/eServices) (edd.ca.gov/eServices). If you resume paying wages in excess of \$750 in a calendar quarter, you may also request to reopen your employer payroll tax account through e-Services for Business.

When to Change From an Annual Household Employer to a Quarterly Household Employer

If at any time during the year the total accumulated wages exceed \$20,000, you must notify us immediately. The election to pay annually will be terminated. You can submit a request to the EDD to terminate the annual household employer election and revert the account to quarterly filing of tax returns, wage reports and payments using [e-Services for Business](http://edd.ca.gov/eServices) (edd.ca.gov/eServices). For additional information, refer to [Information Sheet: Household Employment \(DE 231L\) \(PDF\)](http://edd.ca.gov/pdf_pub_ctr/de231L.pdf), (edd.ca.gov/pdf_pub_ctr/de231L.pdf), or contact the Taxpayer Assistance Center at 1-888-745-3886 for assistance.

As a quarterly household employer, you will no longer need to prepare a DE 3HW or a DE 3BHW. Each quarter, you will complete a *Quarterly Contribution Return and Report of Wages* (DE 9) and a *Quarterly Contribution Return and Report of Wages (Continuation)* (DE 9C). You will also need to submit a *Payroll Tax Deposit* (DE 88) payment to us at least quarterly.

If you are required to change to a quarterly household employer mid-year, then you must electronically submit a DE 3HW and DE 3BHW to cover the quarters you were an annual household employer. You will also need to submit a DE 9 and DE 9C for the quarters you were a quarterly household employer. In the following years, you will no longer submit a DE 3HW or a DE 3BHW.

For an explanation of the responsibilities of a quarterly household employer, refer to the *Quarterly Household Employers* section of this guide, beginning on [page 25](#).

To learn more about employer payroll taxes visit, [Payroll Tax Seminars](http://Seminars.edd.ca.gov/Payroll_Tax_Seminars) (Seminars.edd.ca.gov/Payroll_Tax_Seminars).

Quarterly Household Employers Overview

If your total annual accumulated wages (both cash and noncash) are more than \$20,000 or if you do not elect to become an annual household employer, you must file wage reports quarterly and pay taxes quarterly.

Note: For information on how to elect to become an annual household employer, refer to [page 17](#).

As a quarterly household employer, you must electronically file the following forms:

- **Quarterly Contribution Return and Report of Wages (DE 9).**
- **Quarterly Contribution Return and Report of Wages (Continuation) (DE 9C).**
- **Payroll Tax Deposit (DE 88).**

We offer a full range of online services for filing and paying state payroll taxes. To learn more, refer to [e-Services for Business Tutorials](http://edd.ca.gov/Payroll_Taxes/e-Services_for_Business_Tutorials.htm) (edd.ca.gov/Payroll_Taxes/e-Services_for_Business_Tutorials.htm).

For the latest tax news and employer resources, visit
[California Employer News and Updates](http://edd.ca.gov/payroll_taxes/employer-news.htm)
(edd.ca.gov/payroll_taxes/employer-news.htm).

Subscribe to our no-fee [email subscription services](http://edd.ca.gov/about_edd/get_email_notices.htm)
(edd.ca.gov/about_edd/get_email_notices.htm).

Quarterly Contribution Return and Report of Wages (DE 9) Overview

Quarterly household employers must use the *Quarterly Contribution Return and Report of Wages (DE 9)* to reconcile payroll tax payments and total subject wages reported for the quarter. **You must electronically file a DE 9 and a *Quarterly Contribution Return and Report of Wages (Continuation) (DE 9C)* each quarter.**

2024 Due Dates for the *Quarterly Contribution Return and Report of Wages (DE 9)*

Report Covering	Due Date	Delinquent if Not Filed By
January, February, March	April 1, 2024	April 30, 2024
April, May, June	July 1, 2024	July 31, 2024
July, August, September	October 1, 2024	October 31, 2024
October, November, December	January 1, 2025	January 31, 2025

You must electronically file a DE 9 each quarter even if you did not pay wages during the quarter. Tax Returns and Wage Reports must be submitted electronically in order to be in compliance with the e-file and e-pay mandate for employers. Refer to [page 14](#) for more information on the e-file and e-pay mandate and related non-compliance penalties. **Penalty and interest will be charged on late filing of reports.** Not having a form to complete is not considered *good cause* for filing your DE 9 late, refer to [page 57](#) for the definition of *good cause*.

Electronic Filing: File and pay online with [e-Services for Business](http://edd.ca.gov/eServices) (edd.ca.gov/eServices). It's a fast, easy, and secure way to manage your employer payroll tax account.

- Fulfills the e-file and e-pay mandate.
- File tax returns, wage reports and make payments.
- View, adjust, and print returns or reports.
- Available 24 hours a day, 7 days a week.

For additional e-Services for Business features, refer to [page 15](#).

Go Paperless!

You can view or download this guide at [California Employer Guides](http://edd.ca.gov/en/Payroll_Taxes/Employers_Guides)
(edd.ca.gov/en/Payroll_Taxes/Employers_Guides).

**Quarterly Contribution Return and Report of Wages (Continuation) (DE 9C)
Overview**

Quarterly household employers must use the *Quarterly Contribution Return and Report of Wages (Continuation)* (DE 9C) to report employee wages subject to Unemployment Insurance (UI), Employment Training Tax (ETT), State Disability Insurance (SDI), and to report Personal Income Tax (PIT) wages. If PIT is withheld, that amount is also reported on this form. **You must electronically submit a DE 9 and a DE 9C each quarter.**

2024 Due Dates for the Quarterly Contribution Return and Report of Wages (Continuation) (DE 9C)

Report Covering	Due Date	Delinquent if Not Filed By
January, February, March	April 1, 2024	April 30, 2024
April, May, June	July 1, 2024	July 31, 2024
July, August, September	October 1, 2024	October 31, 2024
October, November, December	January 1, 2025	January 31, 2025

You must electronically file a DE 9C each quarter even if you did not pay wages during the quarter indicating you do not have payroll to report for this quarter. Tax returns and wage reports must be submitted electronically in order to be in compliance with the e-file and e-pay mandate. Refer to [page 14](#) for more information on the e-file and e-pay mandate and related noncompliance penalties. **Penalty and interest will be charged on late reports.** Not having a form to complete is not considered *good cause* for filing your DE 9C late, refer to [page 57](#) for the definition of *good cause*.

Electronic Filing: File and pay online with [e-Services for Business](http://edd.ca.gov/eServices) (edd.ca.gov/eServices). It's a fast, easy, and secure way to manage your employer payroll tax account online.

- Fulfills the e-file and e-pay mandate.
- File tax returns, wage reports and make payments.
- View, adjust, and print tax returns and wage reports.
- Available 24 hours a day, 7 days a week.

For additional e-Services for Business features, refer to [page 15](#).

Go Paperless!

You can view or download this guide at [California Employer Guides](http://edd.ca.gov/en/Payroll_Taxes/Employers_Guides) (edd.ca.gov/en/Payroll_Taxes/Employers_Guides).

Payroll Tax Deposit (DE 88) Overview

The *Payroll Tax Deposit* (DE 88) is used to report and pay Unemployment Insurance (UI) tax, Employment Training Tax (ETT), State Disability Insurance (SDI) tax, and Personal Income Tax (PIT) withholdings to us. Employers can enroll and use e-Services for Business to immediately make deposits.



e-Services for Business. Online. Anytime.

Electronic Filing with e-Services for Business:

- All employers must electronically submit payroll tax deposits. Refer to [page 14](#) for additional information on the e-file and e-pay mandate and related non-compliance penalties.
- Fulfills the e-file and e-pay mandate.
- Fast, easy, and secure way to manage your payroll taxes online.
- Available 24 hours a day, 7 days a week.
- Employer representatives or payroll agents can manage their clients' payroll tax accounts by enrolling in e-Services for Business as a representative or payroll agents.
- For additional e-Services for Business features, refer to [page 15](#).

Enroll and file online with [e-Services for Business](http://edd.ca.gov/eServices) (edd.ca.gov/eServices).

Due Dates:

- If you do not withhold PIT or if accumulated PIT withholdings are less than \$350, taxes (UI, ETT, SDI, and PIT) are due each quarter on January 1, April 1, July 1, and October 1 (see [page 27](#) for delinquency dates).
- **If PIT withholdings are \$350 or more, SDI and PIT may need to be deposited more often.** Refer to [page 32](#) for the California Deposit Requirements table.
- Refer to [page 32](#) for additional deposit information and due dates.

NOTE: A penalty of 15 percent (15%) plus interest will be charged on late payroll tax payments.

The UI, ETT, and SDI tax rates are available online with e-Services for Business.

For additional assistance, contact the Taxpayer Assistance Center at 1-888-745-3886. If outside of the US or Canada, call 1-916-464-3502.

Go Paperless!

You can view or download this guide at [California Employer Guides](http://edd.ca.gov/en/Payroll_Taxes/Employers_Guides) (edd.ca.gov/en/Payroll_Taxes/Employers_Guides).

How to Calculate Taxable Wages

Unemployment Insurance (UI) tax and Employment Training Tax (ETT) are calculated up to the UI taxable wage limit of each employee’s wages per year and are paid by the employer. State Disability Insurance (SDI) tax does not have SDI taxable wage limit beginning January 1, 2024, and is withheld from the employee’s wages.

Note: Examples were created using the 2024 UI taxable wage limit of \$7,000.

Example: An employer has two employees, Jane and John (for illustrative purposes only).

In the first quarter, Jane is paid \$10,000 and John is paid \$6,000. The employer pays UI and ETT on \$7,000 of Jane’s wages and all of John’s wages. The employer will not pay UI and ETT for Jane for the remainder of the year since she has reached the UI taxable wage limit. SDI is withheld from both employees’ total wages.

First Quarter	<u>Taxable Wages</u> <u>UI/ETT</u>	<u>Taxable Wages</u> <u>SDI</u>
Jane	\$ 7,000.00	\$ 10,000.00
John	+ 6,000.00	+ 6,000.00
Total Taxable Wages	\$ 13,000.00	\$ 16,000.00

In the **second quarter**, Jane is paid \$35,000 and John is paid \$500. The employer pays UI and ETT on John’s total wages since the UI taxable wage limit has not been met. The employer withholds SDI from both employees’ total wages.

Second Quarter	<u>Taxable Wages</u> <u>UI/ETT</u>	<u>Taxable Wages</u> <u>SDI</u>
Jane	\$ 00.00	\$ 35,000.00
John	+ 500.00	+ 500.00
Total Taxable Wages	\$ 500.00	\$ 35,500.00

In the **third quarter**, Jane is paid \$35,000 and John is paid \$8,000. The employer pays UI and ETT on \$500 of John’s wages since he has now reached the UI taxable wage limit for the year. The employer withholds SDI from both employees’ total wages.

Third Quarter	<u>Taxable Wages</u> <u>UI/ETT</u>	<u>Taxable Wages</u> <u>SDI</u>
Jane	\$ 00.00	\$ 35,000.00
John	+ 500.00	+ 8,000.00
Total Taxable Wages	\$ 500.00	\$ 43,000.00

In the **fourth quarter**, Jane is paid \$37,000 and John is paid \$15,000. The employer only withholds SDI taxes from both employee’s total wages. No UI or ETT is payable by the employer since both Jane and John have reached the UI taxable wage limit for the year.

Fourth Quarter	<u>Taxable Wages</u> <u>UI/ETT</u>	<u>Taxable Wages</u> <u>SDI</u>
Jane	\$ 00.00	\$ 37,000.00
John	+ 00.00	+ 15,000.00
Total Taxable Wages	\$ 00.00	\$ 52,000.00

How to Compute State Disability Insurance Withholding

The State Disability Insurance (SDI) tax rate for the calendar year 2024, which includes Disability Insurance (DI) and Paid Family Leave (PFL), is available on the inside cover of this guide. The SDI tax is withheld from all cash and noncash wages paid to each employee in 2024. Noncash wages include meals and lodging (refer to *Meals and Lodging Values* on [page 11](#)). Refer to the **Note** below if you do not withhold SDI from your employees' wages.

Once SDI tax is withheld from your employees' wages, a *Payroll Tax Deposit* (DE 88) must be submitted to us at least once each quarter and must be received by the due dates listed in the table on [page 32](#). If you withhold more than \$500 in Personal Income Tax (PIT) from your employees during a quarter, refer to the [California Deposit Requirement table](#) (edd.ca.gov/payroll_taxes/timely_payroll_tax_deposits.htm) or contact the Taxpayer Assistance Center at 1-888-745-3886 to determine when to submit your SDI and PIT payment to the EDD.

Example: Total SDI taxable wages for the quarter are \$13,000 (for illustrative purposes only). Examples were created using the 2024 rates. Refer to the inside cover for the 2024 rates.

SDI Taxable Wages	\$13,000
x <u>SDI Tax Rate</u>	<u>x 0.009</u>
SDI Taxes Due	\$ 117 (Enter this amount in Box C of the DE 88)

Note:

- If, after paying \$750 in cash wages in one or more quarters in a calendar year, and you then begin paying your employee less than \$750 in the following quarters, you must continue withholding SDI taxes from your employees' wages through December of the following year. Once you exceed the threshold on wages, you continue to be subject through the following year.
- If you pay the SDI tax without deducting it from your employees' wages, the amount of SDI you paid is considered an increase in the employees' wages and must be used to calculate Unemployment Insurance (UI), Employment Training Tax (ETT), and SDI withholding. The additional amount must also be included as PIT wages and used to calculate the PIT withholding amount if you and any of your employees have agreed to withhold PIT.
- If you pay Social Security or Medicare taxes without deducting them from your employees' wages, these payments are not considered an increase in the employees' wages for UI, ETT, and SDI but are an increase in PIT wages that must be used to calculate the PIT withholding amount.

Assistance in calculating subject wages and PIT wages under these circumstances is available online. Refer to [Information Sheet: Social Security/Medicare/State Disability Insurance/Federal and State Income Taxes Paid by an Employer \(DE 231Q\) \(PDF\)](#) (edd.ca.gov/pdf_pub_ctr/de231q.pdf), or contact the Taxpayer Assistance Center at 1-888-745-3886.

How to Compute Unemployment Insurance Tax and Employment Training Tax

If you paid cash and noncash wages of \$1,000 or more in a calendar quarter to your household employee, in addition to State Disability Insurance (SDI) withholding, you must pay Unemployment Insurance (UI) tax and Employment Training Tax (ETT) at the following rates:

- The UI tax rate for new employers or those newly subject to UI is 3.4 percent (.034). Your tax rate will be provided to you when you register with us or become subject to UI. Your tax rates (UI, ETT, and SDI) are updated once each year. A *Notice of Contribution Rates and Statement of UI Reserve Account* (DE 2088) is mailed to you in December, showing the UI and ETT rates for the upcoming year. For more information, visit [Tax-Rated Employers](http://edd.ca.gov/en/payroll_taxes/tax-rated-employers) (edd.ca.gov/en/payroll_taxes/tax-rated-employers). The UI tax is paid on cash and noncash wages paid to each employee in 2024 up to the UI taxable wage limit of \$7,000. Refer to *Meals and Lodging Values* on [page 11](#).
- The ETT rate is set by law at 0.1 percent (.001) of your UI taxable wages. However, if you have a negative UI reserve account balance on June 30, you will not be required to pay ETT the following calendar year. The annual DE 2088 will show whether your rate is zero or 0.1 percent (.001).

Example: You have two employees and your total UI taxable wages for the quarter are \$12,000 (for illustrative purposes only). The UI tax rate is 3.4 percent (.034). The ETT rate is 0.1 percent (.001). Examples were created using standard starting rates, however your UI rate may differ.

UI Taxable Wages	\$12,000	
x UI Tax Rate	x 0.034	
UI Taxes Due	\$ 408	(Enter this amount for UI deposit)
UI Taxable Wages	\$12,000	
x ETT Rate	x 0.001	
ETT Due	\$ 12	(Enter this amount for ETT deposit)

The UI tax and ETT amounts are paid by the employer and are not withheld from employees' wages.

Note:

If, after paying \$1,000 in cash wages in one or more quarter(s) in a calendar year and then you begin paying your employees less than \$750 in the following quarters, you must continue withholding SDI taxes from your employees' wages and pay Unemployment taxes through December of the following year. Once you exceed the threshold on wages, you continue to be subject through the following year.

Your payroll taxes and a *Payroll Tax Deposit* (DE 88) **must** be submitted electronically to the EDD each quarter.

File and pay online using [e-Services for Business](http://edd.ca.gov/eServices) (edd.ca.gov/eServices). It's fast, easy, and secure. Refer to [page 15](#) for more information.

To learn more about payroll taxes visit
[Payroll Tax Seminars](http://Seminars.edd.ca.gov/Payroll_Tax_Seminars) (Seminars.edd.ca.gov/Payroll_Tax_Seminars).

2024 Due Dates and Delinquency Dates

File and pay online using [e-Services for Business](http://edd.ca.gov/eServices) (edd.ca.gov/eServices). It's fast, easy, and secure. Refer to [page 15](#) for more information.

Withholding Deposits

Form	Calendar Quarter	If You Have Accumulated PIT Withholding Of	PIT and SDI Deposit Due By ²
Payroll Tax Deposit (DE 88)	January, February, and March (1 st Quarter)	Less than \$350	April 30, 2024 ³
		\$350 - \$500 ¹	15 th of the following month
	April, May, and June (2 nd Quarter)	Less than \$350	July 31, 2024 ³
		\$350 - \$500 ¹	15 th of the following month
	July, August, and September (3 rd Quarter)	Less than \$350	October 31, 2024 ³
		\$350 - \$500 ¹	15 th of the following month
	October, November, and December (4 th Quarter)	Less than \$350	January 31, 2025 ³
		\$350 - \$500 ¹	15 th of the following month

¹ If you withhold more than \$500 in Personal Income Tax (PIT), refer to the [California Deposit Requirement table](#) (edd.ca.gov/payroll_taxes/timely_payroll_tax_deposits.htm) or contact the Taxpayer Assistance Center at 1-888-745-3886 to determine the correct due date of your tax payment.

² If the deposit due date falls on a Saturday, Sunday, or a federal holiday, the due date is extended to the next business day.

³ For household employers who have paid \$1,000 or more in wages in a calendar quarter, a deposit of Unemployment Insurance (UI) and Employment Training Tax (ETT) not previously paid is also due each quarter by these due dates.

Note:

All employers must electronically submit payroll tax deposits to us. Refer to [page 14](#) for information on the e-file and e-pay mandate and related non-compliance penalties.

2024 Due Dates and Delinquency Dates (Continued)

File and pay online using [e-Services for Business](https://edd.ca.gov/eServices) (edd.ca.gov/eServices). It's fast, easy, and secure. Refer to [page 15](#) for more information.

Withholding Deposits

To ensure timely settlement of your electronic payments, note the following:

- An Electronic Funds Transfer (EFT) Automated Clearing House (ACH) **debit** transaction must be completed **before** 3 p.m., Pacific Time, on or before the last timely date to ensure a timely settlement date.
- EFT ACH **credit** transactions are processed based on individual bank requirements. Ask your bank what day you should report your payment to ensure a timely settlement date.

Quarterly Reports

Form	Filing Due Dates	Delinquent if Not Postmarked or Received By
<i>Quarterly Contribution Return and Report of Wages (DE 9) and Quarterly Contribution Return and Report of Wages (Continuation) (DE 9C)</i>	April 1, 2024 for filing period of January, February, and March	April 30, 2024
	July 1, 2024 for filing period of April, May, and June	July 31, 2024
	October 1, 2024 for filing period of July, August, and September	October 31, 2024
	January 1, 2025 for filing period of October, November, and December	January 31, 2025

Quarterly Household Employers

If you cannot pay all or part of your taxes on time, you must still file the DE 9 and DE 9C. Penalty and interest will be charged on each late payroll tax payment and report or return.

Note:

- When your DE 9 and DE 9C are electronically submitted to us, the submission date is used to determine if your returns are timely.
- For any quarter that you do not have wages to report, you must file a DE 9 and DE 9C and indicate you have no payroll to report when electronically submitting the forms through e-Services for Business. If you have any questions, contact the Taxpayer Assistance Center at 1-888-745-3886.
- All employers must electronically submit employment tax returns, wage reports, and payroll tax deposits to the EDD. Refer to [page 14](#) for information on the e-file and e-pay mandate for related noncompliance penalties.

Correcting Previously Submitted *Payroll Tax Deposit* (DE 88)

Payroll Tax Deposits can be corrected online through [e-Services for Business](http://edd.ca.gov/eServices) (edd.ca.gov/eServices) even if the deposit was made using another electronic payment method or a paper *Payroll Tax Deposit* (DE 88) coupon.

Note:

Employers must electronically submit payroll tax deposits to the EDD. Refer to [page 14](#) for more information.

The following table clarifies when and how to notify us of adjustments to the DE 88 payroll tax deposits.

Type of Adjustment	How to Make Adjustment
Overpaid UI, ETT, SDI, or PIT on a DE 88 prior to filing your <i>Quarterly Contribution Return and Report of Wages</i> (DE 9) for the quarter.	On the next DE 88 for the same calendar quarter, reduce the amount of taxes due by the amount of the overpayment. Do not show credits (negative amounts) on the DE 88. If you cannot reduce the overpayment on your next deposit within the quarter, claim the amount overpaid in the Total Taxes Due or Overpaid field of your DE 9 when you file your return for the quarter.
Underpaid UI, ETT, SDI, or PIT prior to filing your DE 9 for the quarter.	Submit a DE 88 to pay the amount due, including penalty and interest. For current interest rates visit Interest Rate on Overdue Taxes (edd.ca.gov/en/Payroll_Taxes/Interest_Rate). Indicate the payroll date on the DE 88. The penalty amount is 15% of the portion of the payment that is late.
Allocated the wrong amounts to specific funds on a DE 88 prior to filing the DE 9 for the quarter.	Do Not Adjust: We will make the necessary adjustments at the end of the quarter when you file your DE 9.
Underpaid UI, ETT, SDI, or PIT and your DE 9 was previously filed with correct information.	Submit a DE 88 for the additional amount due for the quarter, including any penalty and interest, or pay the balance due when you receive a <i>Statement of Account</i> (DE 2176) in the mail. For current interest rates visit Interest Rate on Overdue Taxes (edd.ca.gov/en/Payroll_Taxes/Interest_Rate). The penalty amount is 15% of the portion of the payment that is late.

Note:

Overwithheld SDI or PIT must be credited or refunded to your employee **before** you can take a credit or receive a refund from us. You should get a receipt from the employee whenever a credit adjustment or refund of overwithheld tax is made.

Refer to [How to Correct Prior Reports, Returns, or Deposits](http://edd.ca.gov/en/payroll_taxes/how_to_correct_prior_reports_or_deposits) (edd.ca.gov/en/payroll_taxes/how_to_correct_prior_reports_or_deposits) or [page 36](#) if adjustments are needed to the DE 9 and/or DE 9C.

Correcting PIT Withheld

Type of Adjustment	How to Make Adjustment
<p>Overwithheld PIT and:</p> <ul style="list-style-type: none"> • DE 9 was filed. • DE 9C was filed. • Wage and Tax Statement Form W-2 was issued to the employee. 	<p>The employee will receive a credit for the PIT withholding when filing a California state income tax return with the Franchise Tax Board (FTB).</p> <ul style="list-style-type: none"> • Do not refund PIT withholding to the employee. • Do not change the California PIT withholding amount shown on the employee Form W-2. • Do not file a claim for refund with us.
<p>Overwithheld or Underwithheld PIT</p> <ul style="list-style-type: none"> • DE 9 was filed. • DE 9C was filed. • Prior to issuing Form W-2 to the employee. 	<p>Upon receiving written permission from an employee, you are authorized to adjust any over or underwithholding of California PIT from the employee.</p> <p>You should get a receipt from the employee whenever the overwithheld PIT is credited or refunded to the employee. Refer to How to Correct Prior Reports, Returns, or Deposits (edd.ca.gov/en/payroll_taxes/how_to_correct_prior_reports_or_deposits) or page 36 for instructions on how to request an adjustment to the DE 9 or DE 9C.</p>
<p>Overwithheld or Underwithheld PIT</p> <ul style="list-style-type: none"> • DE 9 was filed. • DE 9C was filed. • Form W-2 was issued to the employee with the wrong amounts. 	<p>You must issue an IRS <i>Corrected Wage and Tax Statement</i> (Form W-2C) to the employee. Do not send the state copy of the IRS Form W-2C to us or the FTB.</p>

When **written permission** is obtained from an employee, you are authorized to adjust any overwithheld or underwithheld California PIT from the employee if the adjustment is made within the same calendar year and before the IRS Form W-2 is issued.

Overwithheld SDI or California PIT must be credited or refunded to your employee before you can take a credit or receive a refund from us.

Note:

A claim for refund must be filed within 3 years of the last timely date of the quarter being adjusted, or within 6 months after an assessment becomes final, or within 60 days from the date of the overpayment, whichever date occurs later.

Correcting Previously Filed Reports and Returns

Employers use the *Quarterly Contribution and Wage Adjustment Form* (DE 9ADJ) to make corrections to previously filed tax returns and wage reports. Refer to [How to Correct Prior Reports, Returns, or Deposits](http://edd.ca.gov/en/payroll_taxes/how_to_correct_prior_reports_or_deposits) (edd.ca.gov/en/payroll_taxes/how_to_correct_prior_reports_or_deposits) for detailed instructions on how to request adjustments to the DE 9 or DE 9C through e-Services for Business or on paper adjustment forms.

View the [Instructions for Completing the Quarterly Contribution and Wage Adjustment Form \(DE 9ADJ\) \(DE 9ADJ-I\)](http://edd.ca.gov/pdf_pub_ctr/de9adj.pdf) (edd.ca.gov/pdf_pub_ctr/de9adj.pdf).

The table below includes instructions on how to request adjustments on the paper DE 9ADJ.

Type of Adjustment	How to Make Adjustment
Reported incorrect UI, ETT, SDI, or PIT information on a previously filed DE 9 .	<ul style="list-style-type: none"> Complete sections I, II, III, and V of the DE 9ADJ. Also, complete section IV (items A and C) of the DE 9ADJ if a correction is needed to the DE 9C for the quarter. If an amount was overpaid, claim the amount overpaid in the Total Taxes Due or Overpaid field of your DE 9ADJ. If taxes are due, send a payment with the DE 9ADJ for the additional tax amount plus penalty and interest. For current interest rates, visit Interest Rate on Overdue Taxes (edd.ca.gov/en/Payroll_Taxes/Interest_Rate). The penalty amount is 15% of the portion of the payment that is late.
Did not report employee on a previously filed DE 9 and DE 9C .	<ul style="list-style-type: none"> Complete sections I, II, III, IV (items A and C), and V of the DE 9ADJ. If taxes are due, send a payment with the DE 9ADJ for the additional tax amount plus penalty and interest. The penalty amount is 15% of the portion of the payment that is late.
Reported employee on a previously filed DE 9 and DE 9C in error.	Complete sections I, II, III, IV (items A and C), and V of the DE 9ADJ . If an amount was overpaid, claim the amount overpaid in the Total Taxes Due or Overpaid field of your DE 9ADJ.
Reported incorrect wages or PIT information on a previously filed DE 9C .	<ul style="list-style-type: none"> Complete sections I, II, IV (items A and C), and V of the DE 9ADJ. Refer to pages 3 through 5 of the DE 9ADJ-I for detailed instructions and examples of wage line adjustments. Also, complete section III of the DE 9ADJ if a correction is needed to the DE 9 for the quarter. If taxes are due, send a payment with the DE 9ADJ for the additional tax amount plus penalty and interest (edd.ca.gov/en/payroll_taxes/interest_rate). The penalty amount is 15% of the portion of the payment that is late.
Reported incorrect employee Social Security number (SSN) or name on a previously filed DE 9C .	Complete sections I, II, IV (items A and C), and V of the DE 9ADJ. Refer to pages 3 through 5 of the DE 9ADJ-I for detailed instructions and examples of wage line adjustments.
No SSN reported for employee on a previously filed DE 9C .	Complete sections I, II, IV (items A and C), and V of the DE 9ADJ . Refer to pages 3 through 5 of the DE 9ADJ-I for detailed instructions and examples of wage line adjustments.
Incorrect wage plan code reported on the DE 9C .	<p>Complete sections I, II, IV (items A and B, or items A and C), and V. If correcting wage plan codes for all employees, complete items A and B in section IV. If correcting the wage plan codes for individual employees, complete Items A and C in section IV (C1 through C6 and C9) for each affected employee.</p> <p>Refer to the <i>Information Sheet: Reporting Wage Plan Codes on Quarterly Wage Reports and Adjustments</i> (DE 231WPC) for information on wage plan codes and which wage plan code corrections do not need to be reported.</p>

A completed sample of the DE 9ADJ form is available on [pages 37](#) and [38](#).

For Illustrative Purposes Only

Examples were created using 2023 rates.
Refer to inside front cover for 2024 rates.



Quarterly Contribution and Wage Adjustment Form

The Quarterly Contribution and Wage Adjustment Form (DE 9ADJ) is used to request corrections to information previously reported on a Quarterly Contribution Return and Report of Wages (DE 9) and/or Quarterly Contribution Return and Report of Wages (Continuation) (DE 9C). A claim for refund must be filed within 3 years of the last timely date of the quarter being adjusted, 6 months after an assessment becomes final, or 60 days from the date of the overpayment, whichever date occurs later.

You can also file adjustments to previously filed returns online through the Employment Development Department (EDD) e-Services for Business (edd.ca.gov/e-Services_for_Business). Refer to the [Instructions for Completing the Quarterly Contribution and Wage Adjustment Form \(DE 9ADJ-I\) \(PDF\)](#) (edd.ca.gov/pdf_pub_ctr/de9adj_i.pdf) for additional information.

Check the box If only adjusting the DE 9, that applies to Sections I, II, III, and V. If only adjusting the DE 9C, complete Sections I, II, IV, and V. If adjusting DE 9 and DE 9C, complete all sections.

File this form online through e-Services for Business (edd.ca.gov/eServices)

Employer Name: _____
 Employer Address: _____
 City: _____ State: _____ Zip: _____
 Quarter: 23/1
 Employer Account Number: 000-0000-0

Enter a detailed reason for the adjustments requested. (Required)

Section III: Request to Adjust the DE 9.

Complete all fields. If requesting a credit (decrease) to SDI or PIT, you must also complete Line O below.

	(1) Amounts Reported on DE 9 or Most Recent Adjustment Form	(2) Amounts That Should Have Been Reported	(3) Difference Debit/(Credit)
A. Total Subject Wages	9,000.00	18,500.50	9,500.50
B. Unemployment Insurance (UI) Taxable Wages	7,000.00	14,000.00	7,000.00
C. State Disability Insurance (SDI) Taxable Wages	9,000.00	18,500.50	9,500.50
D. Employer's UI Contributions (UI rate <u>3.4</u> % times B)	238.00	476.00	238.00
E. Employment Training Tax (ETT rate <u>0.1</u> % times B)	7.00	14.00	7.00
F. SDI Withheld (SDI rate <u>1.1</u> % times C) (Includes Paid Family Leave)	99.00	203.51	104.51
G. Personal Income Tax (PIT) Withheld	150.00	350.55	200.55
H. Subtotal (Add amounts on Lines D, E, F, and G)	494.00	1,044.06	550.06
I. Plus: Erroneous SDI Deductions Not Refunded (Refer to Note below)		0.00	
J. Less: Contributions and Withholdings Paid for the Quarter		494.00	
K. Total Taxes Due or Overpaid (H2 + I - J). (If balance is due, complete L, M, and N)		550.06	
L. Penalty (If balance is due, calculate 15% of the amount on Line K)		82.51	
M. Interest (Refer to the DE 9ADJ-I for instructions)		14.50	
N. Total Due (Lines K + L + M)		647.07	

O. SDI and PIT overpayments. If requesting a credit (decrease) to SDI or PIT, you must answer the following questions:

1. Was the credit claimed above (column 3) withheld from the wages of employee(s)?
2. If yes, has this amount been refunded to the employee(s)?
3. Was the correct PIT reported on the Form W-2 issued to the employee(s)?

SDI Deductions	PIT Deductions
<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No

Note: SDI and PIT deductions are employee contributions. The EDD cannot refund these amounts unless you first refund the erroneous deductions to the employee(s). If you have issued Form(s) W-2, do not refund PIT overwithholdings or change the amount reported on the employee(s) Form W-2. The employee will receive a credit for the PIT overwithheld when they file their California Income Tax Return (Form 540) with the Franchise Tax Board. If you are requesting a PIT credit for a prior year because you paid the EDD more than the amount withheld from the employee(s), attach a copy of Form(s) W-2 filed for each affected employee. Refer to the DE 9ADJ-I for additional instructions.

Sign on Page 2 and Mail To: Employment Development Department / PO Box 989073 / West Sacramento, CA 95798-9073

For Illustrative Purposes Only

Examples were created using 2023 rates.
Refer to inside front cover for 2024 rates.



Business Name: JOHN AND JANE SMITH Quarter 23/1 Employer Account Number 000-0000-0

Section IV: Request for Adjust the DE 9C. Complete **Item A** for all DE 9C adjustments. Complete **Item B** only for wage plan code corrections. Complete **Item C** to request adjustments to individual employee information.

File this form online through [e-Services for Business](http://edd.ca.gov/eServices) (edd.ca.gov/eServices)

Total Subject Wages	18,500.50	Total PIT Wages	18,500.50	Total PIT Withheld	350.55
1st Month		2nd Month		3rd Month	
1		2		2	
Wage Item Count					2

A3. Enter the correct total number of wage lines for all employees for the quarter.

B. Wage Plan Code Corrections for All Employees. Leave blank if not correcting all wage plan codes. Refer to the [Information Sheet: Reporting Wage Plan Codes on Quarterly Wage Reports and Adjustments \(DE 231WPC\) \(PDF\)](#) (edd.ca.gov/pdf_pub_ctr/de231wpc.pdf) for additional information.

Enter Number of Employees: _____ Prior Plan Code: _____ Correct Plan Code: _____
(Item C below is not required if only adjusting wage plan codes for all employees.)

C. Individual Wage Line Adjustments. Identify the adjustment type for each affected employee and complete the fields indicated. Include only the wage lines that need to be corrected. Make corrections to the quarter(s) in which the information was originally reported. Do not report negative amounts.

Adjustment Type	Fields to Complete for Each Affected Employee
Add employee(s) not previously reported.	C1 – C6. Leave C7 – C9 blank.
Remove employee(s) reported in error.	C1 – C6. Enter 0.00 in C3 – C5.
Adjust wages or PIT amounts previously reported.	C1 – C6. Leave C7 – C9 blank.
Correct employee name(s).	C1 – C6 and C7. Leave C8 – C9 blank.
Correct a Social Security number (SSN).	C1 – C6 and C8. Leave C7 and C9 blank.
Correct wage plan code for one or more employees but not all.	C1 – C6 and C9. Leave C7 and C8 blank.
Multiple adjustments.	C1 – C6 and C7 – C9 if they apply to adjustment.

Enter the information that should have been reported in fields C1 – C6. If a correction reduces wages or withholdings amount to zero, enter 0.00 in the field.						For name, SSN, or plan code corrections, enter the information previously reported in fields C7 – C9. Leave these fields blank for all other adjustment types.		
C1. Social Security Number (SSN) 000-00-0000	C2. Employee Name (First, Middle Initial, Last) THOMAS T TAYLOR				C7. Previously Reported Name (First, Middle Initial, Last)			
C3. Total Subject Wages 9,500.50	C4. PIT Wages 9,500.50	C5. PIT Withheld 200.55	C6. Plan Code S	C8. Previously Reported SSN	C9. Previously Reported Plan Code			
C1. Social Security Number (SSN) 000-00-0000	C2. Employee Name (First, Middle Initial, Last) HARRY L JONES				C7. Previously Reported Name (First, Middle Initial, Last) HAROLD L JONES			
C3. Total Subject Wages 9,000.00	C4. PIT Wages 9,000.00	C5. PIT Withheld 150.00	C6. Plan Code S	C8. Previously Reported SSN 000-00-0000	C9. Previously Reported Plan Code			
C1. Social Security Number (SSN)	C2. Employee Name (First, Middle Initial, Last)				C7. Previously Reported Name (First, Middle Initial, Last)			
C3. Total Subject Wages	C4. PIT Wages	C5. PIT Withheld	C6. Plan Code	C8. Previously Reported SSN	C9. Previously Reported Plan Code			

Please attach additional pages if reporting more than 3 wage line adjustments.

Section V: Declaration. I declare that the information herein is true and correct to the best of my knowledge. (A signature is required on all adjustments)

Signature Jane Smith Title OWNER Date 01/02/2024

Print Name Jane Smith Phone (123) 555-7899 Email Jane123@gmail.com

Sign and Mail To: Employment Development Department / PO Box 989073 / West Sacramento, CA 95798-9073

Quarterly Household Employers

No Longer Paying Wages

If you stop employing people to work in your home and do not intend to hire anyone in the future, you will need to:

- Submit your final *Quarterly Contribution Return and Report of Wages* (DE 9) **within 10 days of paying the final wages**, regardless of the normal due date.
- Submit the *Quarterly Contribution Return and Report of Wages (Continuation)* (DE 9C) **within 10 days of paying the final wages**, regardless of the normal due date.
- Submit the *Payroll Tax Deposit* (DE 88) **within 10 days of paying the final wages**, regardless of the normal due date.
- Close your employer payroll tax account after submitting the above **within 10 days of paying the final wages**.

If you plan to employ people to work in your home in the future and are keeping your account open, but do not have payroll this quarter, file a DE 9 and DE 9C online using e-Services for Business indicating you do not have payroll to report. If you have an approved e-file and e-pay mandate waiver and file by paper, select *No Wages Paid This Quarter* on the DE 9 and *No Payroll* on the DE 9C. These reports must be filed even if no wages were paid in the quarter. Contact the Taxpayer Assistance Center at 1-888-745-3886 for assistance.

Household employers may close their employer payroll tax account online using [e-Services for Business](http://edd.ca.gov/eServices) (edd.ca.gov/eServices). If you resume paying wages in excess of \$750 in a calendar quarter, you may also request to reopen your employer payroll tax account.

Go Paperless!

You can view or download this guide at [California Employer Guides](http://edd.ca.gov/en/Payroll_Taxes/Employers_Guides) (edd.ca.gov/en/Payroll_Taxes/Employers_Guides).

For the latest tax news and employer resources, visit [California Employer News and Updates](http://edd.ca.gov/payroll_taxes/employer-news.htm) (edd.ca.gov/payroll_taxes/employer-news.htm).

Subscribe to our no-fee [email subscription services](http://edd.ca.gov/about_edd/get_email_notices.htm) (edd.ca.gov/about_edd/get_email_notices.htm).

Reporting New Employees

The law requires all employers to report all newly hired or rehired employees to the New Employee Registry (NER) within 20 days of their start-of-work date, which is the first day services were performed for wages.

- **Newly Hired** employees are those individuals who have not previously been included on your payroll.
- **Rehired** employees are those individuals who were previously included on your payroll, left your employment, and were rehired after a separation of at least 60 consecutive days.

The NER assists California’s Department of Child Support Services and the Department of Justice in locating parents to collect delinquent child support payments. The NER also cross-matches the employees actual start-of-work date (not the date hired) data with the Unemployment Insurance (UI) benefit file. This will result in the early detection and prevention of UI benefit overpayments.

Filing Options for Reporting New or Rehired Employees

The following options are available to report new or rehired employees:

1. File online using [e-Services for Business](http://edd.ca.gov/eServices) (edd.ca.gov/eServices). It’s fast, easy, and secure.
2. Download the [Report of New Employee\(s\) \(DE 34\) \(PDF\)](http://edd.ca.gov/pdf_pub_ctr/de34.pdf) (edd.ca.gov/pdf_pub_ctr/de34.pdf).
3. Order DE 34 [forms](http://edd.ca.gov/forms) (edd.ca.gov/forms).

When Due: You must report all newly hired employees (refer to *Who Are Household Employees?* on [page 4](#)) within 20 days of the start-of-work date, which is the first day of work. Any employee that is rehired or returns to work after a separation of at least 60 consecutive days must also be reported within the 20 days.

The following information must be included when reporting new employees:

Employer Information	Employee Information
<ul style="list-style-type: none"> • EDD eight-digit employer payroll tax account number • Federal employer identification number (FEIN) • Employer name • Employer address • Contact person and phone number 	<ul style="list-style-type: none"> • First name, middle initial, and last name • Social Security number (SSN) • Home address • Start-of-work date

A sample DE 34 is available on [page 41](#).

Filing an Informal Report

If you are not able to obtain a DE 34 by the due date, file an informal report or a copy of the [Employee’s Withholding Allowance Certificate \(DE4\) \(PDF\)](#) (edd.ca.gov/pdf_pub_ctr/de4.pdf) to avoid penalty and interest charges. Your informal report should include all the information listed in the above table.

Mail or fax your new employee information to:

**Employment Development Department
Document Management Group, MIC 96
PO Box 997016
West Sacramento, CA 95799-7016**
Fax: 1-916-319-4400

Note:

If the people who work in your home are independent contractors, you do not need to report them to us (refer to *Who Is Considered a Household Employee?* on [page 4](#)). The requirement for businesses and government entities to report independent contractors does not apply to household employers.

If you are not sure if the people who work in your home are employees or independent contractors, contact the Taxpayer Assistance Center at 1-888-745-3886 for assistance.

For Illustrative Purposes Only



REPORT OF NEW EMPLOYEE(S)

NOTE: Failure to provide all of the information below may result in this form being rejected and/or a penalty being assessed.



00340600

DATE 030123 D Y Y	CA EMPLOYER ACCOUNT NUMBER 00000000	BRANCH CODE	FEDERAL ID NUMBER XXXXXXXXXX
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BUSINESS NAME EMPLOYER CITY STORE	CONTACT PERSON JANE SMITH	PHONE NUMBER 123-555-7789
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ADDRESS PO BOX 12345	STREET	CITY ANYTOWN	CA	STATE	12345	ZIP CODE
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EMPLOYEE FIRST NAME E	MI	EMPLOYEE LAST NAME MILLER	UNIT/APT
SOCIAL SECURITY NUMBER		STREET NUMBER	STREET NAME CEDAR STREET
CITY	STATE CA	ZIP CODE 12345	START-OF-WORK DATE 022823 D Y Y



EMPLOYEE FIRST NAME	MI	EMPLOYEE LAST NAME	UNIT/APT
SOCIAL SECURITY NUMBER		STREET NUMBER	STREET NAME
CITY	STATE	ZIP CODE	START-OF-WORK DATE M M D D Y Y

EMPLOYEE FIRST NAME	MI	EMPLOYEE LAST NAME	UNIT/APT
SOCIAL SECURITY NUMBER		STREET NUMBER	STREET NAME
CITY	STATE	ZIP CODE	START-OF-WORK DATE M M D D Y Y

EMPLOYEE FIRST NAME	MI	EMPLOYEE LAST NAME	UNIT/APT
SOCIAL SECURITY NUMBER		STREET NUMBER	STREET NAME
CITY	STATE	ZIP CODE	START-OF-WORK DATE M M D D Y Y

EMPLOYEE FIRST NAME	MI	EMPLOYEE LAST NAME	UNIT/APT
SOCIAL SECURITY NUMBER		STREET NUMBER	STREET NAME
CITY	STATE	ZIP CODE	START-OF-WORK DATE M M D D Y Y

EMPLOYEE FIRST NAME	MI	EMPLOYEE LAST NAME	UNIT/APT
SOCIAL SECURITY NUMBER		STREET NUMBER	STREET NAME
CITY	STATE	ZIP CODE	START-OF-WORK DATE M M D D Y Y

Reporting New Employees

Federal Wage and Tax Statement (Form W-2)

As an employer, you must to prepare a federal Wage and Tax Statement Form W-2 for each of your employees. You must provide your employees with their 2024 Form W-2 by January 31, 2025.

*Prepare the Form W-2 on the federal and state four-part paper form.

If you need information on Form W-2 reporting requirements, refer to the Internal Revenue Service (IRS) Employer’s Tax Guide (Publication 15, Circular E). For instructions on completing Form W-2, refer to the IRS publication 2024 General Instructions for Forms W-2 and W-3 available online by visiting the IRS (irs.gov) or contact the IRS at 1-800-829-3676.

In addition to the federal information required, you must include California Personal Income Tax (PIT) wages, PIT withheld (if any), and State Disability Insurance (SDI) withheld in the following Form W-2 boxes:

Form W-2	
Box	Enter
Box 16 (State wages, tips, etc.)	California PIT wages
Box 17 (State income tax)	California PIT withheld (if any)
Box 19 (Local income tax)	The abbreviation CASDI and SDI withheld

Note:

- If Box 19 has local taxes, use Box 14, Other. If **no** boxes are available, you must provide your employees with a separate written statement containing:
 - Name of household employer, address, federal employer identification number (FEIN), and the EDD eight-digit employer payroll tax account numbers.
 - The employee’s name, address, and Social Security number.
 - The amount of SDI withheld and paid directly by you.
- If the wages were **not** subject to SDI, show CASDI 0 (zero).
- If you paid SDI taxes **without** withholding the SDI from the employee’s wages, you should show the SDI taxes as if they were withheld and increase the amount you report according to the formula shown on the [Information Sheet: Social Security/Medicare/State Disability Insurance/Federal Income Taxes Paid by an Employer \(DE 231Q\) \(PDF\)](#) (edd.ca.gov/pdf_pub_ctr/de231q.pdf).

Generally, the amount reported as California PIT wages on Form W-2 in Box 16 is the same as the federal wages (Box 1).

If you discover an error on a previously issued Form W-2, refer to the IRS publication 2024 General Instructions for Forms W-2 and W-3 for instructions on how to complete an IRS Corrected Wage and Tax Statement Form W-2C.

Send Forms W-2 and Forms W-2C to your employees and the Social Security Administration. **Do not** send the *state* copies of Forms W-2 and Forms W-2C to the State of California (the EDD or the Franchise Tax Board).

* Employers failing to provide a Form W-2 to each employee, or who provide a false or fraudulent statement, are subject to a penalty of \$50 for each such failure as imposed pursuant to section 13052 of the California Unemployment Insurance Code (CUIC). Employers may also be subject to an additional penalty for failure to file informational returns (Form W-2, Form 1099-MISC, or Form 1099-NEC) for misclassified employees as provided pursuant to section 13052.5 of the CUIC. The amount of the penalty is determined based upon the unreported payment for personal services multiplied by the maximum rate as provided pursuant to section 17041 of the Revenue and Taxation Code. Contact the EDD Taxpayer Assistance Center at 1-888-745-3886 for additional information.

Earned Income Tax Credit Information Act

You may be eligible to receive the California Earned Income Tax Credit (CalEITC) starting with the calendar year 2015 tax year. The CalEITC is a refundable state income tax credit for low-income working individuals and families. The CalEITC is treated in the same manner as the federal Earned Income Tax Credit (EITC) and generally will not be used to determine eligibility for welfare benefits under California law. To claim the CalEITC, even if you do not owe California taxes, you must file a California income tax return and complete and attach the form *California Earned Income Tax Credit* (Form 3514). For information on the availability of the credit, eligibility requirements, how to obtain the necessary California forms, and get help filing, contact the Franchise Tax Board at 1-800-852-5711 or visit [CalEITC](http://ftb.ca.gov/file/personal/credits/california-earned-income-tax-credit.html) (ftb.ca.gov/file/personal/credits/california-earned-income-tax-credit.html).

All employers must notify all of their employees of the federal EITC. Employers who are subject to and required to provide Unemployment Insurance to their employees must provide EITC notification to the employee by either handing it directly to the employee, mailing it to the employee's last known address, or providing it via email if an employee opts into receipt of electronic statements or materials. Posting of this information on an employee bulletin board **will not** satisfy the notification requirement.

The notification must be provided at the same time or within one week, before or after, the employer provides the employee with an annual wage summary, including, but not limited to, a Form W-2 or a Form 1099. The notice must include instructions on how to get any notices available from the Internal Revenue Service (IRS) for this purpose, including, but not limited to, the IRS Notice 797, **or** any successor notice or form, or any notice created by you, as long as it contains substantially the same language as the notice below.

“Based on your annual earnings, you may be eligible to receive the Earned Income Tax Credit from the federal government. The Earned Income Tax Credit is a refundable federal income tax credit for low-income working individuals and families. The Earned Income Tax Credit has no effect on certain welfare benefits. In most cases, Earned Income Tax Credit payments will not be used to determine eligibility for Medicaid, supplemental security income, food stamps, low-income housing, or most temporary assistance for needy families’ payments. Even if you do not owe federal taxes, you must file a tax return to receive the Earned Income Tax Credit. Be sure to fill out the Earned Income Tax Credit form in the federal income tax return booklet. For information regarding your eligibility to receive the Earned Income Tax Credit, including information on how to obtain the IRS Notice 797, or any other necessary forms and instructions, visit the [IRS](http://irs.gov) (irs.gov) or contact the IRS at 1-800-829-3676.”

Go Paperless!

You can view or download this guide at [California Employer Guides](http://edd.ca.gov/en/Payroll_Taxes/Employers_Guides) (edd.ca.gov/en/Payroll_Taxes/Employers_Guides).

What Payroll Records Must Be Kept?

Employers are required to keep payroll records for at least four years. If you believe that you are **not** a subject employer or your employees are exempt, state law requires that you maintain records of payments made to people who provide household services for at least eight years in case of an employment tax audit.

Your records must provide a true and accurate account of all workers (employed, no longer employed, or on a leave of absence, and independent contractors) and all payments made. Records must include the following information for each worker:

- Full name (first name, middle initial, and last name).
- Social Security number.
- Date hired, rehired, or returned to work after a temporary layoff.
- Last date services were performed.
- Place of work.
- Money paid:
 - Dates and amounts of payment.
 - Pay period covered.
 - Cash or cash value of in-kind wages (such as meals, lodging, bonuses, and gifts).
(Refer to *Meals and Lodging Values* on [page 11](#).)
- The amounts withheld from employee wages. (Note: You may be required to make withholding deposits. Refer to *Withholding Deposits* on [page 32](#).)
- Disbursement records showing payments to workers.
- Other information necessary to determine payments to workers.

You may use any payroll record that provides the information listed above. An Employee Earnings Record sample is provided on [page 45](#).

If you have any questions about the records you must keep, refer to [Information Sheet: Employment Tax Audit Process \(DE 231TA \(PDF\)\)](#) (edd.ca.gov/pdf_pub_ctr/de231ta.pdf) or contact the Taxpayer Assistance Center at 1-888-745-3886.

Would you like to learn how to calculate taxes and complete payroll tax forms?

Consider our [Payroll Tax Seminars](#) (Seminars.edd.ca.gov/Payroll_Tax_Seminars) or contact the Taxpayer Assistance Center at 1-888-745-3886.

Your Reserve Account

Once you pay \$1,000 or more in cash wages to household employees during a calendar quarter, you are required to pay Unemployment Insurance (UI) tax and Employment Training Tax (ETT) on each employee's wages up to the UI taxable wage limit each calendar year. Your UI reserve account is a record of the UI taxes you have paid (credits) and the UI benefits that we have paid (charges) to your former employees who were found eligible to receive UI benefits or who qualified for reduced UI benefits when working less than full-time for you. Your UI reserve account is a *paper* account for recordkeeping purposes and has no cash value. The difference between the credits and charges is the reserve account balance, which may be positive or negative. Your account balance is used only to determine your annual UI tax rate. If you have a negative UI reserve account balance as of June 30, you will not be required to pay ETT for the following calendar year.

Notices

When your former employee (claimant) applies for UI benefits, the last employer reported by the claimant will receive a **Notice of Unemployment Insurance Claim Filed (DE 1101CZ or DE 1101ER)**. Only the last employer of record will receive this notice to advise them that the claimant has filed a UI claim, and it includes the reason the claimant stated for no longer working.

If you have any information that would affect the claimant's eligibility for UI benefits, complete the form and return it to us within 10 days of the date the notice was mailed to you. If you believe that your UI reserve account should not be charged for the benefits, it is important that you provide information by the required deadline explaining why the claimant was terminated or the reasons the claimant gave for voluntarily quitting. The DE 1101CZ and DE 1101ER include instructions that explain how to complete the forms. Your information is needed to gather relevant facts that will assist us in determining if the claimant is eligible to receive UI benefits. **Failure to respond timely may result in an increase to your UI tax rate.**

For added convenience, employers and third-party administrators can elect to electronically receive and respond to the DE 1101CZ through the State Information Data Exchange System (SIDES). Visit [SIDES](http://edd.ca.gov/Unemployment/SIDES.htm) (edd.ca.gov/Unemployment/SIDES.htm) to learn more.

If you respond to the notice within the legally required 10 days of the notice date and provide information about why you think the claimant should not be eligible for UI benefits, we will send you a **Notice of Determination and/or Ruling (DE 1080EZ)**. The DE 1080EZ advises you whether or not the claimant is eligible for UI benefits and if your UI reserve account will be charged for UI benefits if the claimant is found eligible based on the reason for separation from your employment. If you fail to respond to the DE 1101CZ or DE 1101ER, or respond untimely, you are not entitled to a determination or a ruling. However, if you respond untimely and provide the reason you are submitting the eligibility information untimely, we will determine if you had *good cause* for not submitting your response timely. If there is a finding of *good cause*, you will be entitled to a determination or ruling. Also, if you respond untimely with eligibility information, we will conduct a determination of eligibility for UI benefits with the claimant regardless of whether you are entitled to a notice of determination or a ruling.

If we find that a claimant is eligible to receive UI benefits, a **Notice of Wages Used for Unemployment Insurance (UI) Claim (DE 1545)** is mailed to all base period employers after the first benefit payment is sent to the claimant. If you are a base period employer, you will receive a DE 1545. The DE 1545 will inform you of the wages used to establish the UI claim and the amount of potential charges to your UI reserve account. All or part of the benefits paid to the claimant may be charged to your UI reserve account.

If you believe that your UI reserve account should not be charged for the benefits, it is important that you complete the form and return it by the required deadline to us as indicated on the form. The DE 1545 includes instructions on how to complete the form. You will need to explain why your account should not be charged for the UI benefits. If you previously responded to a DE 1101CZ or DE 1101ER for the same employee concerning the same separation or other issue, you do not need to return the DE 1545.

However, if you have new information that may affect the claimant’s eligibility for Unemployment Insurance (UI) benefits, then you must report the new information to us. Please complete the DE 1545 timely by returning it within 15 calendar days from the mail date of the notice. If the wage information is incorrect, you must provide documentation to support the correction, such as a copy of the *Quarterly Contribution Return and Report of Wages (Continuation)* (DE 9C) or *Quarterly Contribution and Wage Adjustment Form* (DE 9ADJ) within 30 days from the mail date of the notice.

When a claimant is approved for California Training Benefits (CTB), a **Notice of Potential Increased Liability for Training Extension Benefits (DE 1545TE)** is mailed to all base period employers. This notice will inform you of the maximum amount of potential benefits payable, including training extension benefits and the amount of potential charges to your UI reserve account. If you believe that your UI reserve account should not be charged for the training benefits, your protest must be mailed by the date indicated on the form. The response should provide information explaining why the claimant should not be eligible for CTB under the California Unemployment Insurance Code section cited. If the DE 1545TE indicates that you previously received a favorable ruling, your account will not be charged and no response will be necessary.

To maintain the integrity of the UI program, the we investigate cases cases of potential imposter fraud and identity theft. As part of our investigation, you may receive a **Request for Additional Information (DE 1326ER)** asking you to validate information provided to us by an individual who has filed a claim for UI benefits. The DE 1326ER is mailed to the last employer and base period employers to request additional identifying information to validate the identity of the individual. Your prompt response to the DE 1326ER will protect your employer payroll tax account from charges if the determination of eligibility results in a disqualification, and it will assist us in maintaining the integrity of the UI Fund.

You can find additional information on protecting your employer payroll tax account from fraudulent UI claims, protecting your employees, and fighting imposter fraud by visiting [Identity Theft Prevention](http://edd.ca.gov/unemployment/fraud_prevention.htm) (edd.ca.gov/unemployment/fraud_prevention.htm).

Note: You should keep copies of all your responses to our notices for your records.

Notices of Determination, Ruling, or Modification

You will receive a notice from the EDD in response to the timely information reported regarding a claimant’s eligibility for UI benefits on the DE 1101CZ, DE 1101ER, DE 1545, or DE 1545TE. Depending on the specific circumstances involved, you will receive one of the following notices:

Notice	Purpose
DE 1080EZ: <ul style="list-style-type: none"> • Notice of Determination 	Sent to an employer who responds timely to a DE 1101CZ, DE 1101ER, DE 1545, or DE 1545TE or who submits timely correspondence with claimant eligibility information other than information regarding a voluntary quit or discharge.
<ul style="list-style-type: none"> • Notice of Determination/ Ruling 	Sent to an employer who responds timely to a DE 1101CZ or DE 1101ER with information regarding a voluntary quit or discharge. This notice informs the employer whether or not their reserve account will be charged for UI benefits paid.
<ul style="list-style-type: none"> • Notice of Ruling 	Sent to an employer who responds timely to a DE 1545 with information regarding separation(s) that occurred within the base period. This notice informs the employer whether or not their reserve account will be charged for UI benefits paid.
DE 1080M: <ul style="list-style-type: none"> • Notice of Modification 	Sent to an employer who previously received a DE 1080EZ stating that the claimant was disqualified from receiving UI benefits. The purpose of this form is to inform the employer that the claimant’s disqualification period has ended and the claimant has met the criteria required to receive UI benefits. This notice does not change the original ruling issued to the employer.

Appeal Rights

You have the right to file an appeal if you do not agree with our determination about:

- A former employee's eligibility to receive UI benefits.
- Charges made to your UI reserve account due to paid UI benefits.

You must send your written appeal to the EDD within 30 days of the mail date of the *Notice of Determination and/or Ruling* (DE 1080EZ). We will send you an acknowledgement of receipt and registration of your appeal with the phone number for the Office of Appeals hearing the case. The Office of Appeals will schedule a hearing with an Administrative Law Judge (ALJ). Both you and your former employee will be notified of the date, time, and place of the hearing at least 10 days before the hearing date. If you are filing an appeal to a *Notice of Ruling* (DE 1080EZ), the employee is not considered a party to the proceeding and is not notified of the hearing. The ALJ will conduct a hearing and give all interested parties the opportunity to present their evidence. The ALJ will consider the facts presented at the hearing and issue a written decision that is mailed to all concerned parties.

If you do not agree with the ALJ's decision, you may appeal to the California Unemployment Insurance Appeals Board (CUIAB). The CUIAB reviews appeals to decisions rendered by the ALJ. Both the CUIAB and the ALJs operate impartially and independently from us.

The CUIAB provides the following publications to assist in filing an appeal and preparing for an administrative hearing:

- *Appeals Procedure* (DE 1433)
- *Office of Appeals Tax Hearing Information* (DE 6412TF)

For copies of these publications, visit the [State of California Unemployment Insurance Appeals Board](http://cuiab.ca.gov) (cuiab.ca.gov) or write to:

California Unemployment Insurance Appeals Board
Sacramento Office of Appeals
2400 Venture Oaks Way, Suite 100
Sacramento, CA 95833-4224

If you have any questions about appeals:

- Visit the [Unemployment Insurance Appeals](http://edd.ca.gov/unemployment/appeals.htm) (edd.ca.gov/unemployment/appeals.htm).
- Visit the [California Unemployment Insurance Appeals Board](http://cuiab.ca.gov) (cuiab.ca.gov).
- Contact [UI customer service](http://edd.ca.gov/unemployment/contact_ui.htm) (edd.ca.gov/unemployment/contact_ui.htm) or 1-800-300-5616.

Statement of Charges to Reserve Account (DE 428T)

Each September, the annual *Statement of Charges to Reserve Account* (DE 428T) is mailed to you. This statement notifies you of the Unemployment Insurance (UI) benefit charges and credits to your reserve account from July 1 through June 30 of the previous fiscal year. Charges are itemized and based on the UI benefits paid to your former employees. Charges to your reserve account may increase your UI contribution rate for the next calendar year. It is important to review your statement carefully and respond timely if you do not agree with the charges. To protest online, visit the [e-Services for Business](https://edd.ca.gov/eServices) (edd.ca.gov/eServices). You must provide a valid Letter ID for the period you are protesting, and it must be submitted within 60 days of the issued date on the notice. A protest may also be filed in writing and must be postmarked within 60 days of the issued date on the notice. An extension of up to 60 days may be granted for *good cause* (refer to [page 57](#)) if your request is submitted before the protest deadline. When filing your protest, you must include your EDD eight-digit employer payroll tax account number, the claimant's name, Social Security number, claim date, the dollar amount, total number of claimants protested, and the specific reason for protesting. Protests with missing information will be returned.

For a sample form and detailed instructions on how to file a protest, visit [Online Forms and Publications](https://edd.ca.gov/Forms) (edd.ca.gov/Forms) and refer to the [DE 428T Protest Sample Form \(DE 428C\) \(PDF\)](#) (edd.ca.gov/pdf_pub_ctr/de428c.pdf) and the [Information Sheet: Statement of Charges to Reserve Account \(DE 428T\) \(DE 428I\) \(PDF\)](#) (edd.ca.gov/pdf_pub_ctr/de428i.pdf) or contact the Taxpayer Assistance Center at 1-888-745-3886.

To ensure your DE 428T is received timely, make the necessary updates to your address or agent information. For your convenience, these updates can be submitted online through e-Services for Business.

Notice of Contribution Rates and Statement of UI Reserve Account (DE 2088)

The Unemployment Insurance (UI), Employment Training Tax (ETT), and State Disability Insurance (SDI) tax rates and applicable taxable wage limits may change each year. Each December, we send you a *Notice of Contribution Rates and Statement of UI Reserve Account* (DE 2088) to notify you of your UI and ETT tax rates and taxable wage limits for the upcoming year. For more information, visit [Tax-Rated Employers](https://edd.ca.gov/en/payroll_taxes/tax-rated-employers) (edd.ca.gov/en/payroll_taxes/tax-rated-employers). Your 2024 notice will show the items used to determine your UI rate and the balance in your UI reserve account as of July 31, 2023.

Any item on the DE 2088 may be protested except SDI and ETT, which are specifically set by law. To protest online, visit [e-Services for Business](https://edd.ca.gov/eServices) (edd.ca.gov/eServices). You must provide a valid Letter ID with the associated tax rate year you are protesting within 60 days of the issued date on the notice. A protest may also be filed in writing and must be postmarked within 60 days of the issued date on the notice. Include your employer payroll tax account number, the specific items you wish to protest, and the reason you are protesting. An extension of up to 60 days may be granted for *good cause* if your request is submitted before the protest deadline. Refer to [page 57](#) for more information.

Mail your written protest or submit a request for an extension to:

**Employment Development Department
Rate Management Group, MIC 4
PO Box 826880
Sacramento, CA 94280-0001**

For further information, refer to the [Explanation of the Notice of Contribution Rates and Statement of UI Reserve Account \(DE 2088\) for the Period Shown on Your DE 2088 \(DE 2088C\) \(PDF\)](#) (edd.ca.gov/pdf_pub_ctr/de2088c.pdf) or contact the Taxpayer Assistance Center at 1-888-745-3886.

State Disability Insurance

The State Disability Insurance (SDI) program provides Disability Insurance (DI) and Paid Family Leave (PFL) benefits to eligible California workers who need time off work due to a disability or family leave. The SDI program is state mandated and funded by employee payroll deductions.

Disability Insurance

DI is a component of the SDI program. DI provides partial wage replacement benefits to eligible California workers who have a loss of wages when they are unable to work due to a non-work-related illness, injury, or pregnancy.

Paid Family Leave

PFL is a component of the SDI program. PFL provides benefits to California workers who take time off work to care for a seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner. Benefits are available to new parents who need time off work to bond with a new child through birth, adoption, or foster care placement. Benefits are also available to eligible workers who take time off work to participate in a qualifying event resulting from a spouse, registered domestic partner, parent, or child's military deployment to a foreign country.

Employer Claim Notices

When a DI claim is filed, the employers reported on the DI claim form will receive a *Notice to Employer of Disability Insurance Claim Filed* (DE 2503). When a PFL claim is filed, the employer will receive a *Notice of Paid Family Leave (PFL) Claim Filed* (DE 2503F). You are required to complete and return the DE 2503 or DE 2503F **within two working days**. You may also submit the DE 2503 electronically through [SDI Online](http://edd.ca.gov/disability/SDI_Online.htm) (edd.ca.gov/disability/SDI_Online.htm).

Your Unemployment Insurance reserve account will not be affected when your employees file DI or PFL claims. You will not be notified of employee eligibility for DI and PFL benefits because employees pay for DI and PFL through payroll deductions.

SDI Online

SDI Online is an electronic claim filing system for submission of DI and PFL claim information. It's available to employers, individuals filing for benefits, licensed health professionals, Voluntary Plan employers and third-party administrators. Employers can securely submit employee information for example wages earned, last day worked, etc. for DI claims online.

If you have questions about DI, visit [State Disability Insurance](http://edd.ca.gov/disability) (edd.ca.gov/disability) or contact DI at 1-800-480-3287. If you have questions about PFL, visit [Paid Family Leave](http://edd.ca.gov/disability/paid_family_leave.htm) (edd.ca.gov/disability/paid_family_leave.htm) or contact PFL at 1-877-238-4373.

**Other Employment Development Department
Programs and Services**

America’s Job Center of CaliforniaSM

Visit [America’s Job Center of CaliforniaSM](http://edd.ca.gov/office_locator) (edd.ca.gov/office_locator) to find the nearest location to you.

State Disability Insurance

Disability Insurance (DI) and Paid Family Leave (PFL) are benefits paid under the SDI program.

DI and PFL customer service is available through the toll-free phone numbers listed below:

DI English.....	1-800-480-3287	PFL English.....	1-877-238-4373
DI Spanish.....	1-866-658-8846	PFL Spanish.....	1-877-379-3819
DI Hearing Impaired (TTY)...	1-800-563-2441	PFL Cantonese	1-866-692-5596
		PFL Vietnamese.....	1-866-692-5596
		PFL Armenian	1-866-627-1567
		PFL Punjabi.....	1-866-627-1568
		PFL Tagalog	1-866-627-1569
		PFL Hearing Impaired (TTY).....	1-800-445-1312

Employers: Contact the Employer Help Line at 1-855-342-3645. This phone number is only for employers. For more contact information or office locations, visit [Contact SDI](http://edd.ca.gov/en/Disability/Contact_SD1) (edd.ca.gov/en/Disability/Contact_SD1).

Unemployment Insurance

Unemployment Insurance (UI) customer service representatives are available through the toll-free phone numbers listed below. When you call, an automated system will provide a menu of services. Press “5” for the employer menu (available in English and Spanish) that provides UI and job service information.

English and Spanish.....	1-800-300-5616
Armenian	1-855-528-1518
Cantonese	1-800-547-3506
Vietnamese.....	1-800-547-2058
Mandarin	1-866-303-0706
Korean.....	1-844-660-0877
Tagalog.....	1-866-395-1513

Customers who have filed a claim for UI benefits may call the automated self-service number at 1-866-333-4606. Press “5” for the employer menu (available in English and Spanish) for UI and America’s Job Center of CaliforniaSM information. You can access information about UI claim processing, hiring assistance, UI fraud, California payroll tax information, and an explanation of various employer forms. In addition, there is a variety of UI information available for employers and claimants by visiting [EDD](http://edd.ca.gov) (edd.ca.gov). Information includes answers to several of the most frequently asked questions.

Other Agencies You May Contact

For assistance with:

- **Federal tax requirements**, visit the [IRS](https://www.irs.gov) (irs.gov) or call the IRS at 1-800-829-1040.
- **Labor law requirements** (such as overtime, minimum wage, and employee benefits) or to contact the Division of Labor Standards Enforcement, visit the [Department of Industrial Relations \(DIR\)](https://www.dir.ca.gov/dlse) (dir.ca.gov/dlse).
- **Workers' Compensation requirements**, visit the [DIR](https://www.dir.ca.gov/dwc) (dir.ca.gov/dwc).

Help Us Fight Fraud

The underground economy is a term that refers to those individuals and businesses that deal in cash or use other schemes to conceal their activities and their true tax liability from government licensing, regulatory, and taxing agencies. Underground economy is also referred to as tax evasion, tax fraud, cash pay, tax gap, payments under-the-table, and off-the-books. When businesses operate in the underground economy, they gain an unfair competitive advantage over businesses that comply with the law because they do not pay workers' compensation insurance, state, and federal payroll taxes. This causes unfair competition in the marketplace and forces law-abiding businesses to pay higher taxes. To address this, we partner with several other governmental entities, follows up on leads and conducts on-site inspections of businesses throughout the state. To learn more about the Underground Economy Operation (UEO) programs, visit [Underground Economy Operations](https://edd.ca.gov/payroll_taxes/underground_economy_operations.htm) (edd.ca.gov/payroll_taxes/underground_economy_operations.htm).

To report businesses that are paying workers undocumented cash payments, failing to carry workers' compensation insurance, or not complying with labor and licensing laws. Download and complete an [Underground Economy Operations Lead Referral/Complaint Form \(DE 660 in English or DE 660/S in Spanish\) \(PDF\)](https://edd.ca.gov/pdf_pub_ctr/de660.pdf) (edd.ca.gov/pdf_pub_ctr/de660.pdf or edd.ca.gov/pdf_pub_ctr/de660s.pdf). You can also request a DE 660 or contact UEO by:

Hotline: 1-800-528-1783

Fax: 1-916-227-2772

Email: ueo@edd.ca.gov

Online: [Ask EDD](https://askedd.edd.ca.gov/AskEDD) (askedd.edd.ca.gov/AskEDD)

The brochure [Paying Cash Wages "Under the Table" \(DE 573CA in English or DE 573CA/S in Spanish\) \(PDF\)](https://edd.ca.gov/pdf_pub_ctr/de573CA.pdf) (edd.ca.gov/pdf_pub_ctr/de573CA.pdf or edd.ca.gov/pdf_pub_ctr/de573CAS.pdf) is available at [Forms and Publications](https://edd.ca.gov/payroll_taxes/forms_and_publications.htm) (edd.ca.gov/payroll_taxes/forms_and_publications.htm) or by contacting the Taxpayer Assistance Center at 1-888-745-3886.

We are dedicated to combatting fraudulent activity and protecting benefits for legitimate California workers in need. To learn about how you can [Help Fight Fraud](https://edd.ca.gov/about_edd/fraud.htm) visit (edd.ca.gov/about_edd/fraud.htm).

Employers' Bill of Rights Commitment

We are committed to applying the payroll tax laws of the State of California in an equitable and impartial manner. Toward that goal, we have developed the following information to inform you of your rights during the employment taxation process.

Employer Rights

As an employer, you have the right to:

- Courteous and timely service from EDD employees.
- Expect that information maintained by the EDD be kept confidential and not published or made available for public inspection. However, in certain instances, the law requires that this information be shared with other governmental agencies. When those instances occur, the EDD closely follows the law to protect your rights to confidentiality.
- Call upon the EDD for accurate information, assistance, and to have all your questions answered.
- Receive a clear and accurate account statement if the EDD believes you owe taxes.
- Request a filing extension for up to 60 days. The law provides that the EDD may grant a filing extension where *good cause* is shown for a delay. (Refer to [page 57](#) for the definition of *good cause*.)
- Request a filing extension for up to 60 days. The law provides that the EDD may grant a filing extension when the governor declares a state of emergency if the employer is directly affected by an emergency or disaster.
- Request a waiver of penalty by showing *good cause* for filing a report or making a late payment.
- An impartial audit and a full explanation of our findings if your business is selected for an audit.
- Discuss the issue with an EDD representative, supervisor, office manager, and the Taxpayer Advocate Office if you disagree with an action taken by the EDD.
- Appeal certain actions to the California Unemployment Insurance Appeals Board (CUIAB).

The [Employer's Bill of Rights \(DE 195\) \(PDF\)](#) (edd.ca.gov/pdf_pub_ctr/de195.pdf) brochure has been developed to inform you of your rights during the employment taxation process. For more information, contact the Taxpayer Assistance Center at 1-888-745-3886.

For the latest tax news and employer resources, visit
[California Employer News and Updates](#)
(edd.ca.gov/payroll_taxes/employer-news.htm).

Subscribe to our no-fee [email subscription services](#)
(edd.ca.gov/about_edd/get_email_notices.htm).

Office of the Taxpayer Rights Advocate

The EDD Tax Branch established the Office of the Taxpayer Rights Advocate (OTRA), which is responsible for providing a clear and consistent focus on protecting the rights of the taxpayer. Incorporated within OTRA is the Taxpayer Advocate Office.

Taxpayer Advocate Office

The Taxpayer Advocate Office is responsible for protecting the rights of taxpayers during all phases of the payroll tax administration, assessment, and collection process, while also protecting the interests of the state.

If you are unable to resolve a payroll tax problem with an EDD representative, supervisor, and office manager, you may contact the Taxpayer Advocate Office for assistance. This office will review the issues and facts of your case to ensure that your rights have been protected and work to facilitate a resolution.

**Employment Development Department
Taxpayer Advocate Office, MIC 93
PO Box 826880
Sacramento, CA 94280-0001**

**Toll-free Phone: 1-866-594-4177
Phone: 1-916-654-8957
Fax: 1-916-449-9498**

Protecting Your Privacy

The EDD recognizes that your privacy is a personal and fundamental right without exception. We value and protect your privacy, and place strict controls on the gathering and use of personally identifiable data. Your personal information is not disclosed, made available, or otherwise used for purposes other than those specified at or before the time of collection, except with your consent or as authorized by law or regulation.

Payroll tax and benefit information collected and maintained by the EDD is confidential. As an employer, you have the right to obtain access to and inspect your records. You may also authorize your agent or representative to access your records by submitting a [Power of Attorney \(POA\) Declaration \(DE 48\) \(PDF\)](#) (edd.ca.gov/pdf_pub_ctr/de48.pdf) online through [e-Services for Business](#) (edd.ca.gov/eServices) or by contacting the Taxpayer Assistance Center at 1-888-745-3886.

If you have further questions regarding your privacy rights, contact the Tax Information Security Office at 1-916-654-5981.

Go Paperless!

You can view or download this guide at [California Employer Guides](#) (edd.ca.gov/en/Payroll_Taxes/Employers_Guides).

Account Number	The Employment Development Department (EDD) eight-digit employer payroll tax account number assigned to each registered employer (for example, 000-0000-0). Always refer to your employer payroll tax account number when communicating with us. Omission of your employer payroll tax account number may result in delays in processing payments, reporting documents, and correspondence.
Annual Household Employer	An employer who pays \$20,000 or less in wages in a calendar year and has elected to pay taxes annually. The employer submits an <i>Employer of Household Worker(s) Quarterly Report of Wages and Withholding</i> (DE 3BHW) to us quarterly and an <i>Employer of Household Worker(s) Annual Payroll Tax Return</i> (DE 3HW) with payment annually.
Base Period	The base period consists of four calendar quarters of three months each. When a base period begins and which calendar quarters are used, depends on what date the claim begins and whether the claim is for Unemployment Insurance (UI) or for State Disability Insurance (SDI). For UI, there are two types of base periods: the Standard Base Period (see <i>Base Period, Standard [UI]</i> below) and Alternate Base Period (see <i>Base Period, Alternate [UI]</i> below). The Alternate Base Period can only be used to file a UI claim when there are not enough wages earned in the Standard Base Period to file a monetarily valid UI claim. For SDI, a base period covers 12 months and is divided into 4 consecutive quarters. The base period includes wages subject to SDI tax which were paid approximately 5 to 18 months before the claim start date.
Base Period, Alternate (UI)	The UI Alternate Base Period is the last four completed calendar quarters prior to the beginning date of the claim. The Alternate Base Period can only be used if an individual cannot monetarily establish a valid UI claim using the Standard Base Period.
Base Period Employer	Employers who paid the earnings used to establish a UI claim and calculate a benefit amount.
Base Period, Standard (UI)	The UI Standard Base Period is the first four of the last five completed calendar quarters prior to the beginning date of the claim.
California Unemployment Insurance Code (CUIC)	The laws administering California's UI, Employment Training Tax (ETT), SDI, and Personal Income Tax (PIT) programs. Visit CUIC (leginfo.legislature.ca.gov/faces/home.xhtml) for more information.
Cash Wages	Checks, currency, and electronic payments paid to people who work for you.

Claim	<p>An application for Unemployment Insurance (UI), Disability Insurance (DI), or Paid Family Leave (PFL) benefits:</p> <ul style="list-style-type: none"> • UI – The process that establishes a UI benefit year is called a new claim. The bi-weekly <i>Continued Claim</i> (DE 4581) is used by claimants to certify for UI benefits during the benefit year. The EDD has three methods that unemployed individuals may use to certify for UI benefits. Claimants can complete and submit a paper DE 4581 by mail, use EDD Tele-CertSM to certify for benefits using the phone, or certify electronically through UI OnlineSM. After establishing a benefit year, a claimant may interrupt his or her claim for a variety of reasons. For example, the claimant could receive a disqualification, obtain intervening employment, or fail to continue to certify for benefits. The claimant may request to reopen an existing claim with a claim balance by filing an additional or reopened claim during the benefit year. • DI – The application that establishes a DI benefit period is called an initial claim. Subsequent certifications on an active DI claim are called continued claims. For each separate period of disability, a new initial claim must be filed. • PFL – The application that establishes a PFL benefit period is called an initial claim. Subsequent certifications on that claim are called continued claims. For each separate period of family leave, a new initial claim must be filed.
Claimant	A wage earner who files a claim for UI, DI, or PFL benefits.
Contributions	Payroll tax payments for UI and ETT. The California Unemployment Insurance Code refers to taxes under its provisions as <i>contributions</i> . In this guide, <i>contributions</i> are generally referred to as <i>taxes</i> .
Disability Insurance (DI)	Benefits paid to eligible California workers who have a loss of wages when they are unable to work due to a non-work-related illness, injury, or pregnancy. DI is a component of the State Disability Insurance program and funded through employee payroll deductions.
Domestic Employee	Same as <i>Household Employee</i> .
Domestic Employer	Same as <i>Household Employer</i> .
Employment Training Tax (ETT)	A payroll tax of 0.1 percent (.001) used to fund job training for people likely to become unemployed or people who have been receiving UI benefits.
E-file and E-pay Mandate for Employers	State law requires all employers to electronically submit employment tax returns, wage reports, and payroll tax deposits to us. Beginning January 1, 2018, all employers became subject to this requirement.
e-Services for Business	Online tool that allows employers to manage their employer payroll tax accounts online. New employers can register for an EDD employer payroll tax account number online. Registered employers can access account and payment information, file most returns and reports, including New Employee Registry (NER) and Independent Contractor Reporting (ICR), pay tax deposits and tax liabilities, review statements, correspondence, and email messages, obtain tax rates, change addresses, make payment arrangements, and close or reopen their account. For more information about our e-Services for Business refer to page 15 .

Exempt Employment	Employment specifically excluded from coverage pursuant to the California Unemployment Insurance Code.
Experience Rating	The system by which an employer's Unemployment Insurance (UI) contribution rate is determined each calendar year based on previous employment experience.
Good Cause	A substantial reason that provides a legal basis for an employer filing a tax report or payment late. <i>Good Cause</i> cannot exist unless there are unusual circumstances or situations that could not be reasonably foreseen, for example, earthquakes or floods. For more information, refer to the Information Sheet: Waiver of Penalty Policy (DE 231J) (PDF) (edd.ca.gov/pdf_pub_ctr/de231j.pdf) or contact the Taxpayer Assistance Center at 1-888-745-3886.
Household Employee	A person hired to work for wages in or around your home, same as domestic employee.
Household Employer	A person who hires one or more people to work for wages in or around his or her home, same as Domestic Employer.
New Employee Registry (NER)	California's new hire reporting program. Employers are required to report their new or rehired employees within 20 days of their start-of-work date. Refer to the <i>Report of New Employee(s)</i> (DE 34) on page 41 .
Non-cash Wages	Payments other than cash that are made to people who work for you; for example, meals or lodging you provide to your employee.
Paid Family Leave (PFL)	Benefits paid to eligible California workers who take time off work to care for a seriously ill family member, to bond with a new child, or to participate in a qualifying event because of a family member's military deployment to a foreign country. PFL is a component of the State Disability Insurance program and funded through employee payroll deductions.
Payroll Period	The frequency you pay wages: daily, weekly, bi-weekly (every two weeks), semi-monthly (twice a month), etc.
Payroll Records	Records providing an accurate account of all workers (employed, laid off, on a leave of absence, or an independent contractor) and all payments made.
Payroll Taxes (State)	Unemployment Insurance (UI) tax, Employment Training Tax (ETT), State Disability Insurance (SDI) withholding, and Personal Income Tax (PIT) withholding.
Personal Income Tax (PIT) Wages	All wages paid that are subject to California PIT, even if no PIT is withheld. For a calendar year, an employee's PIT wages should match the amount reported in Box 16 (state wages, tips, etc.) of the employee's Internal Revenue Service <i>Wage and Tax Statement</i> (Form W-2).
Personal Income Tax (PIT) Withholding	Commonly known as state income tax, which you are not required to withhold from your household employees' wages. You and your employees may voluntarily agree to withhold PIT.

Quarter	A three-month period in a calendar year, as shown below:										
	<table border="0"> <thead> <tr> <th style="text-align: center;"><u>Quarter</u></th> <th style="text-align: center;"><u>Months in Quarter</u></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1st</td> <td style="text-align: center;">January, February, March</td> </tr> <tr> <td style="text-align: center;">2nd</td> <td style="text-align: center;">April, May, June</td> </tr> <tr> <td style="text-align: center;">3rd</td> <td style="text-align: center;">July, August, September</td> </tr> <tr> <td style="text-align: center;">4th</td> <td style="text-align: center;">October, November, December</td> </tr> </tbody> </table>	<u>Quarter</u>	<u>Months in Quarter</u>	1 st	January, February, March	2 nd	April, May, June	3 rd	July, August, September	4 th	October, November, December
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1 st	January, February, March										
2 nd	April, May, June										
3 rd	July, August, September										
4 th	October, November, December										
Quarterly Household Employer	A household employer who pays more than \$20,000 in accumulated wages in a calendar year or who has not elected to pay taxes annually. The employer is required to submit payroll taxes with a <i>Payroll Deposit (DE 88)</i> and a <i>Quarterly Contribution Return and Report of Wages (DE 9)</i> and a <i>Quarterly Contribution Return and Report of Wages (Continuation) (DE 9C)</i> quarterly to us.										
Reserve Account	A book account kept for each tax-rated employer to measure employment experience and set the employer's Unemployment Insurance (UI) tax rate. Your UI reserve account is a paper account for recordkeeping purposes and has no cash value.										
SDI Online	An electronic claim filing system available to employers, individuals filing for benefits, licensed health professionals, Voluntary Plan employers, employers and third-party administrators for submission of Disability Insurance (DI) and Paid Family Leave (PFL) claim information.										
Settlement Date	The date an Electronic Funds Transfer (EFT) transaction is completed and posted on the books of the Federal Reserve Bank and the state's bank account.										
SSN	Also known as Social Security number. All employee wage records and claim actions are filed under this number, rather than by name.										
State Information Data Exchange System (SIDES)	Allows employers and third-party administrators to electronically receive and respond to our <i>Notice of Unemployment Insurance Claim Filed (DE 1101CZ)</i> .										
State Disability Insurance (SDI)	The SDI program provides Disability Insurance (DI) and Paid Family Leave (PFL) benefits to eligible workers who need time off work. DI benefits are paid to eligible California workers who have a loss of wages when they are unable to work due to an illness, injury or pregnancy. PFL benefits are paid to eligible California workers who take time off work to care for a seriously ill family member, bond with a new child, or to participate in a qualifying event because of a family member's military deployment to a foreign country. The SDI program is funded by mandatory payroll deductions from employee wages.										
Subject Employer	An employer who is liable under the rules and regulations of the California Unemployment Insurance Code.										
Subject Quarter	Calendar quarter when an employer first meets the requirements for reporting their payroll taxes.										

Subject Wages	Subject wages are used to determine Unemployment Insurance (UI), Disability Insurance (DI), and Paid Family Leave (PFL) benefits. DI and PFL are components of State Disability Insurance (SDI). Generally, all wages, unless otherwise excluded in the California Unemployment Insurance Code (CUIC), are considered subject wages, regardless of the UI taxable wage limits. Refer to the inside front cover of this guide for current rates and applicable taxable wage limits.
Tax Return	A <i>Quarterly Contribution Return and Report of Wages</i> (DE 9) or an <i>Employer of Household Workers Annual Payroll Tax Return</i> (DE 3HW). Quarterly household employers are required to file a tax return each quarter to reconcile California payroll tax payments and the total subject wages reported. Annual household employers are required to file the tax return annually.
Taxable Wage Limit	The maximum amount of an employee's wages that certain taxes apply to in a calendar year. For example, in 2024, the taxable wage limit for UI and Employment Training Tax (ETT) is \$7,000. Therefore, an employer's UI and ETT tax rate applies to the first \$7,000 paid to each worker during the calendar year. There is no taxable wage limit for SDI or California Personal Income Tax (PIT) withholding purposes.
Unemployment Insurance (UI)	Benefits paid to eligible California workers who are unemployed. Claimants must meet specific eligibility requirements in order to receive benefits, which are funded by employer payroll taxes.
Wage Report	A <i>Quarterly Contribution Return and Report of Wages (Continuation)</i> (DE 9C) or an <i>Employer of Household Worker(s) Quarterly Report of Wages and Withholdings</i> (DE 3BHW). Both Quarterly and Annual household employers are required to file a wage report each quarter to report employee wage and payroll tax withholding information.
Wages	All payments made for personal services to people who work for you whether paid by check, cash, electronic debit, or the reasonable cash value of noncash payments, such as meals and lodging.
Withholding	Money deducted from your employees' wages for SDI and California PIT. You must send SDI and PIT withholdings to us at least quarterly, unless you are an annual household employer.

Go Paperless!

You can view or download this guide at [California Employer Guides](https://edd.ca.gov/en/Payroll_Taxes/Employers_Guides) (edd.ca.gov/en/Payroll_Taxes/Employers_Guides).

NOTES



State of California

Labor and Workforce Development Agency

Employment Development Department

The EDD is an equal opportunity employer/program.

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

Requests for services, aids, or alternate formats need to be made by calling 1-800-547-9565.

TTY users, please call the California Relay Service at 711.



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