

BLS Form No. BLS-1411-W3
OMB No. 1220-0170

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IMPORTANT

This form requests information about employees *on your payroll* at the location shown in Section 1 on the front of this page. Please follow these instructions as you prepare your information.

Column A

Total Employment

for the pay period that includes the 12th of the month.

Report all faculty under contract, and all other persons on your payroll who worked or received pay for the pay period that includes the 12th of the month.

INCLUDE:

Full-time and part-time employees
Salaried and hourly workers
Faculty under contract, regardless of whether they receive pay when school is out
Teachers on paid sabbaticals
Employees on paid vacation or other paid leave
Substitute teachers who worked during the pay period (except substitutes paid as individual contractors)

DO NOT INCLUDE:

Employees on strike for the entire pay period
Non-teaching employees who did not work or receive pay for the entire pay period
Employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. (These employees will be counted by their employer of record.)

Column B

Job Openings

on the last business day of the month.

Report all positions that are open (not filled) on the last business day of the month. A job is open only if it meets **all three** of these conditions:

A specific position exists and there is work available for that position. The position can be full-time or part-time, and it can be permanent, short-term, or seasonal, **and** The job could start *within 30 days*, whether or not you find a suitable candidate during that time, **and** You are *actively recruiting* workers from *outside* the location shown in Section 1 on the front of this page

What is active recruiting? Active recruiting means your establishment is taking steps to fill a position. It may include advertising in newspapers, on television, or on radio; posting Internet notices; posting "help wanted" signs; networking or making "word of mouth" announcements; accepting applications; interviewing candidates; contacting employment agencies; or soliciting employees at job fairs, state or local employment offices, or similar sources.

DO NOT INCLUDE:

Positions open only to internal transfers, promotions or demotions, or recall from layoffs
Openings for positions with start dates more than 30 days in the future
Positions for which employees have been hired, but the employees have not yet reported for work
Positions to be filled by employees of temporary help agencies, employee leasing companies, outside contractors, or consultants

Column C

Hires and Recalls

for the entire month.

Report all additions to your payroll during the month.

INCLUDE:

Newly hired teachers, administrators, and other workers
Newly hired substitute teachers

- Full-time and part-time employees
Permanent, short-term, and seasonal employees
Employees who were recalled to a job at this location following a layoff (formal suspension from pay status) lasting more than 7 days
On-call or intermittent employees who returned to work after having been formally separated
Workers who were hired and separated during the month

DO NOT INCLUDE:

Employees returning from summer vacation, unless they had been formally separated
Substitute teachers returning during the same school year
Employees returning from strike
Employees of temporary help agencies, employee leasing companies, outside contractors, or consultants

Columns D, E, and F

Separations

for the entire month.

Report all separations from your payroll during the month.
Report by type of separation.

Column D, Quits: Employees who left voluntarily.
Exception: Report retirements or transfers to other locations with Other Separations in Column F.

Column E, Layoffs and Discharges: Involuntary separations initiated by the employer, including:

- Layoffs with no intent to rehire
- Layoffs (formal suspensions from pay status) lasting or expected to last more than 7 days. (If the employee was later recalled, also include in the Hires column.)
- Discharges because positions were eliminated
- Discharges resulting from mergers or closings
- Firings or other discharges for cause
- Terminations of permanent or short-term employees
- Terminations of seasonal employees (whether or not they are expected to return next season)

Column F, Other Separations: Retirements; transfers to other locations; separations due to employee disability; deaths.

DO NOT INCLUDE:

Transfers within this location
Employees on strike
Substitute teachers who are between assignments
Employees of temporary help agencies, employee leasing companies, outside contractors, or consultants