

WISCONSIN



DWD

Trade Adjustment Assistance

TAA 101 Training

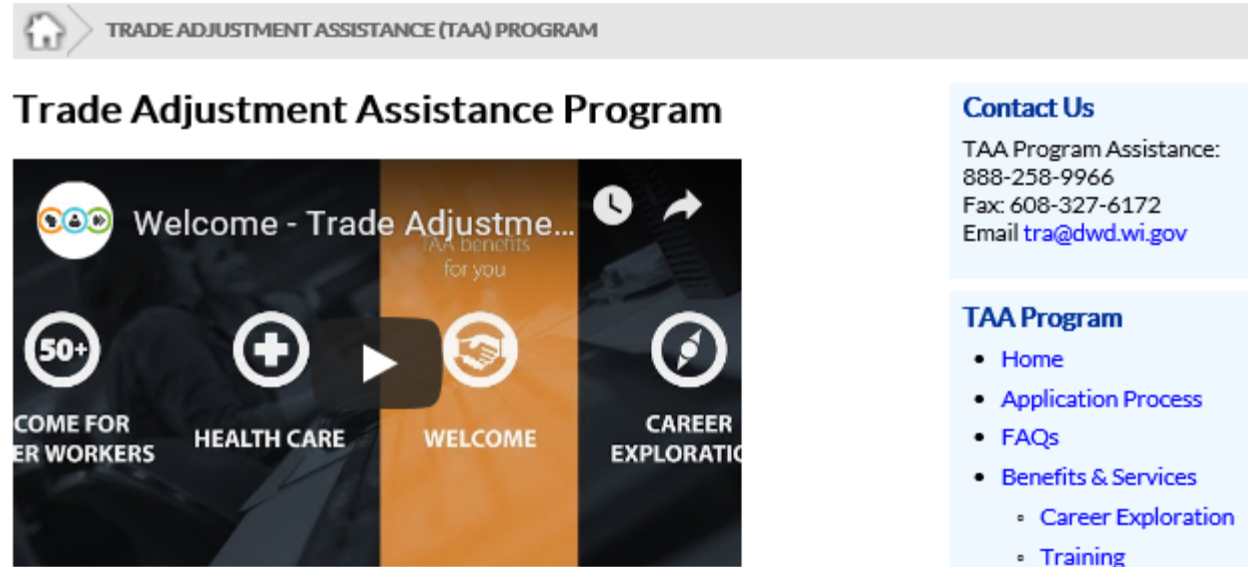
TAA Program Coordinators:

Joan Kilian -Ikeler

Kirsten Cullen

TAA Welcome Video

TAA Website

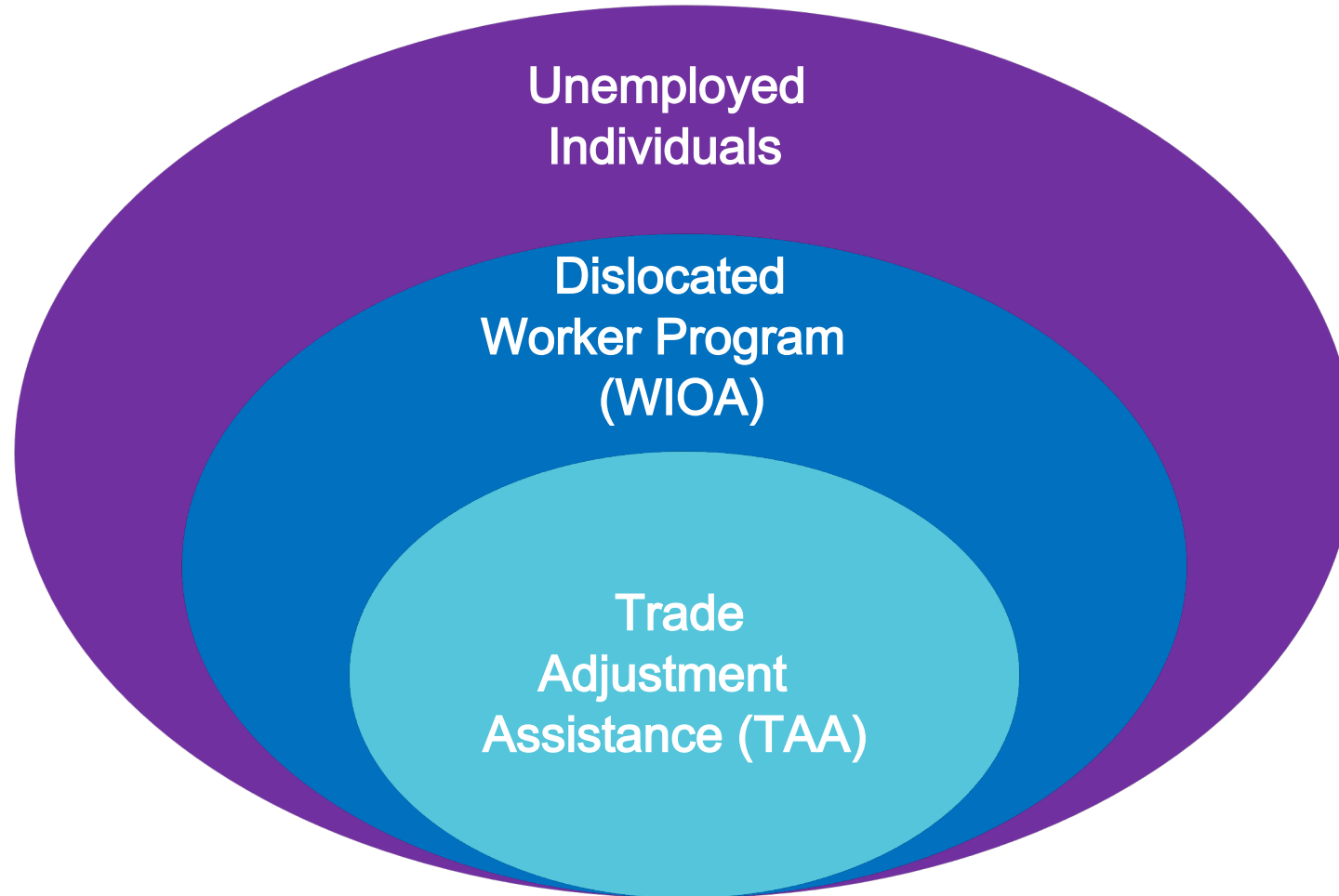


What is TAA?

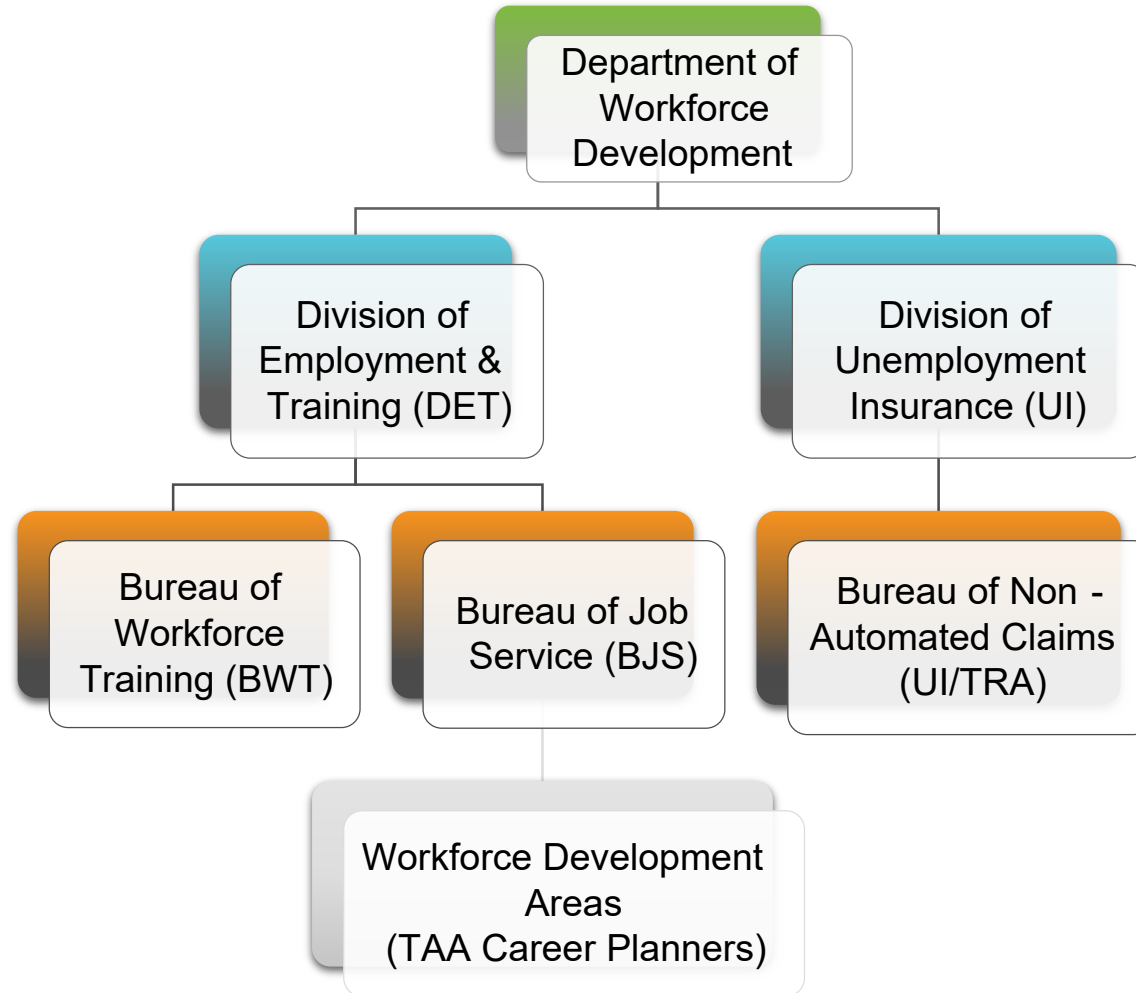
The Trade Adjustment Assistance (TAA) Program helps workers who lose their jobs due to foreign competition, including work being moved outside of the United States. TAA program benefits and services make it easier to move past the disruption caused by your layoff, easier to develop in-demand skills, and easier to land a good-paying, full-time job.



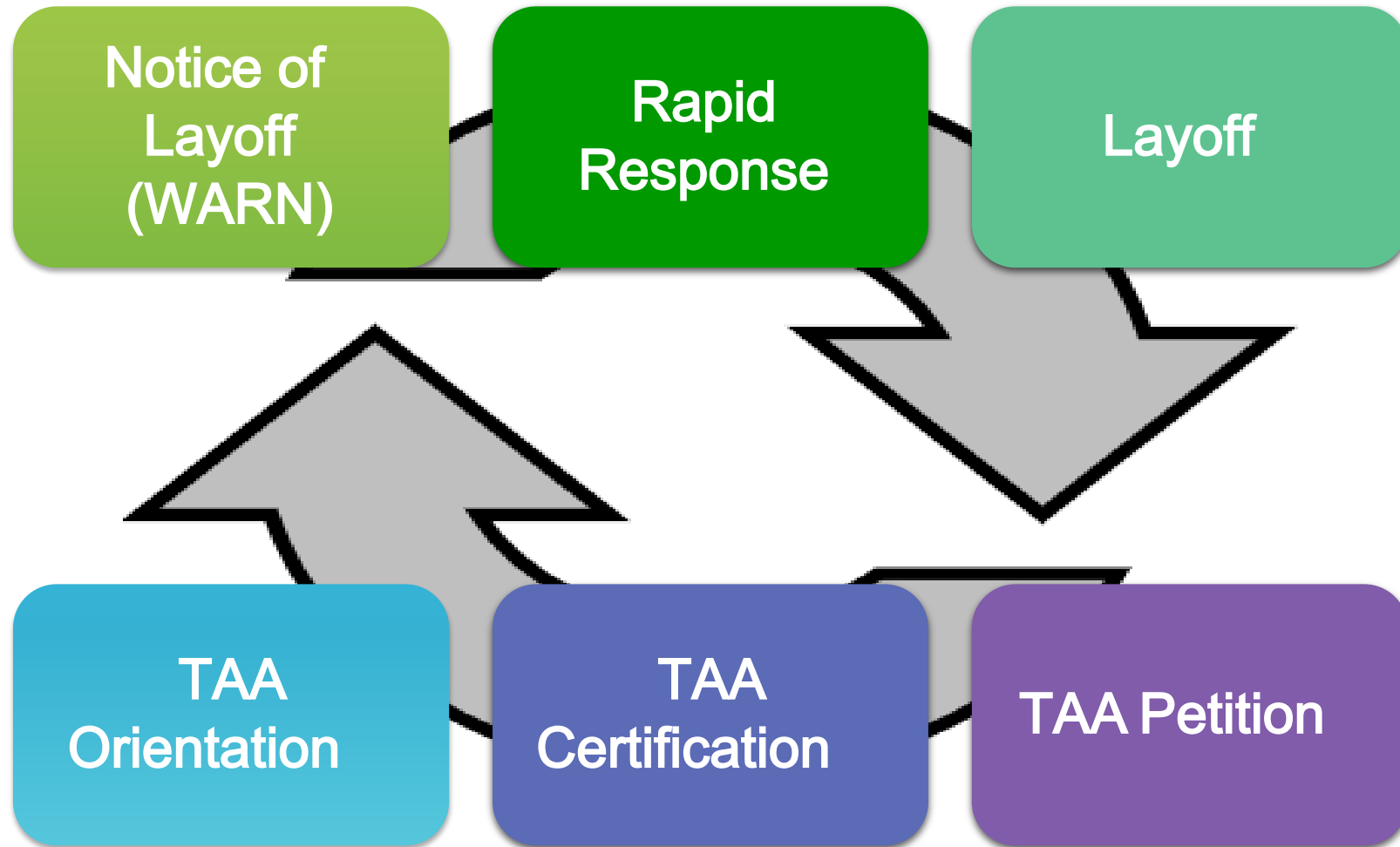
Why should you care?



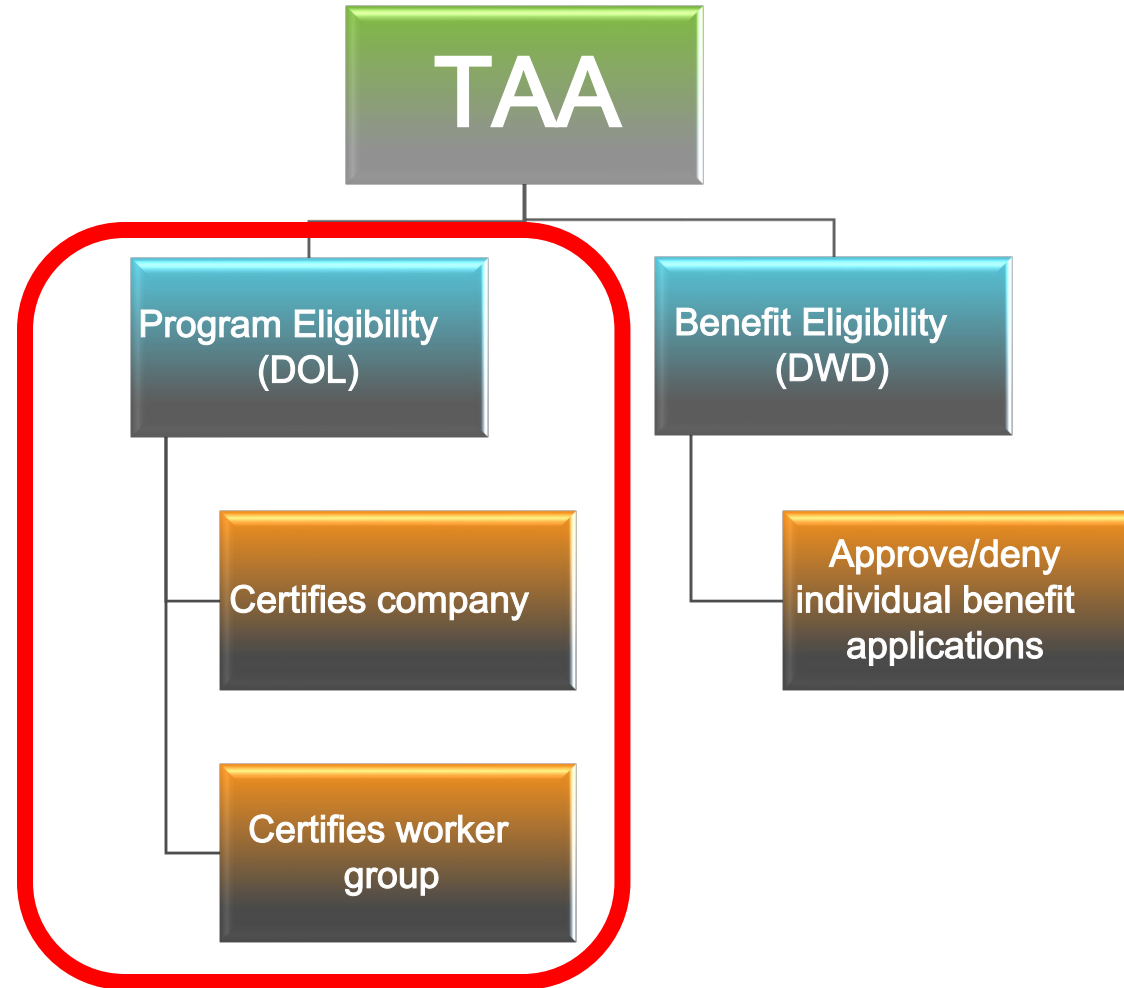
TAA Players in DWD



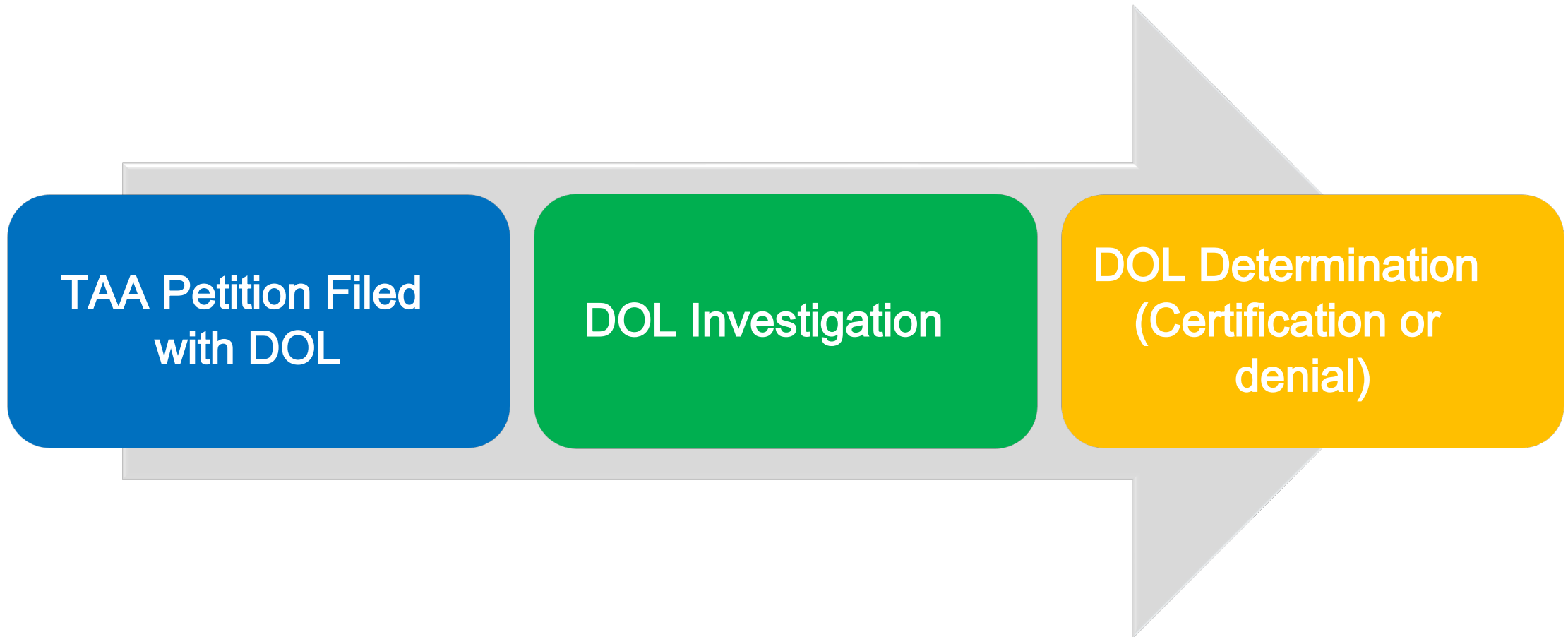
Common Timeline



TAA Eligibility



TAA Program Eligibility



TAA Petition

- TAA Petition starts the process
- Best petitions **clearly** state:
 - Name of company
 - Which worker group is impacted
 - What type of work is impacted
 - What type of trade impact occurred
 - Contact information for the company, **especially email addresses**
- Be as specific as possible!
- **Goal: Fast DOL determinations**



TAA Petition

- Who can file a TAA petition?
 - A company official
 - A union or other authorized representative
 - **At least 3** workers from the company
 - A partner of an American Job Center
 - A state workforce official
- Example petition



Types of Trade Impacts

- Increased imports
- Shifts to a foreign country
- Acquisitions from a foreign country
- Secondary component supplier
- Downstream producer

Why are we telling you this?

- Common terms to associate with TAA!



RR Conversations with Companies

- Be able to give brief summary of TAA
 - Be prepared – look to see if a TAA petition has been filed with DOL
 - [DOL Petition Website](#)
 - Give the company a high-level overview of the TAA benefits for workers
 - Tell them the company eligibility process (if petition has not been filed)
 - Let them know that others can file a petition even if the company does not file



RR Messaging to Potential TAA Companies

- Encourage the company to file
 - Helps identify the correct contact person to help DOL with the investigation
 - Narrows scope of investigation quickly to the correct trade-impacted worker group
 - No cost to employer (federally-funded)
 - Shows workers that company is trying to help
 - Helps impacted workers transition quickly
 - Highlight merits of program (no cost training, wage subsidies, etc.)
- Attach evidence to petition (emails, memos)



Conversations with Companies & Workers

Additional questions to determine if there are trade impacts:

- Is the company doing business in other countries?
 - If yes, where?
- Has the company recently been sold or purchased by another company that does the same or similar type of work?
 - If yes, who?



Conversations with Companies & Workers

- Does the company compete with products or services from other countries?
 - If yes, who and/or what?
- Does the worker know the name(s) of their competitors?
 - If yes, who?



Conversations with Companies & Workers

- Has the company indicated it is moving operations to another country?
- Has the worker trained replacement workers based in other countries prior to the layoff?
 - If yes, what countries?
- Has the worker or co-workers traveled to other countries to train workers?
 - If yes, what countries?



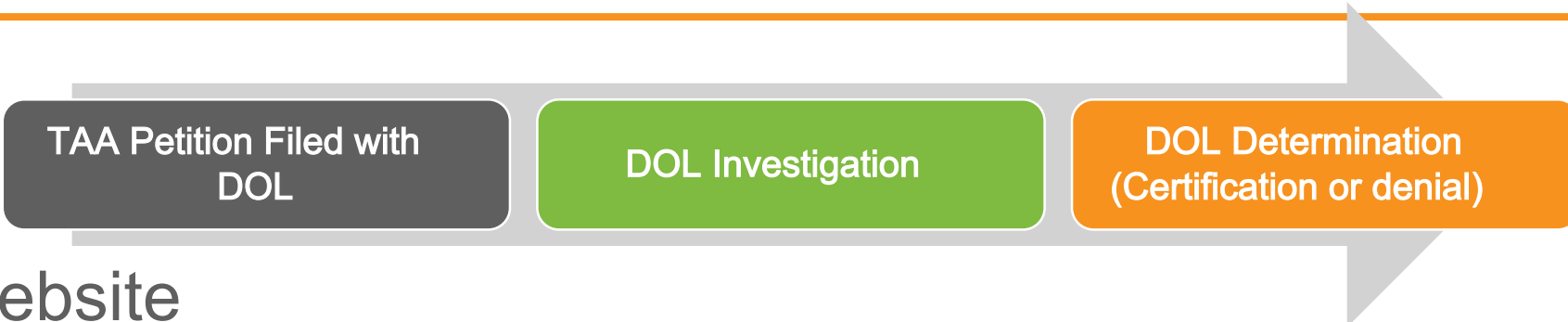
DOL Investigation



- DOL receives petition and reviews for completeness; assigns an investigator
- Investigator conducts initial review of petition and sends data request to the company to collect information
- Investigator analyzes the data returned from the company to see if TAA criteria are met



DOL Certification



- DOL Website
- Search by company name or petition #
 - Redacted petition & determination letter
- Certification time frame
- Status announcements

1 record(s) found.

[Export All to Word](#) [Export All to Excel](#)

| TAW number | Redacted Petition | Company | Location | Petitioners | Determination | Decision Date | Decision | Date of Latest Reconsideration/ Revision/ Correction | Impact date | Expiration date |
|------------|-------------------|---------|---------------|-------------|---------------|---------------|--|--|-------------|--|
| 94966 | 94966.pdf | IBM | Milwaukee, WI | Workers | 94966 | 9/19/2019 | A determination is expected to be announced within 7 business days. Please check back. | | 6/28/2018 | A determination is expected to be announced within 7 business days. Please check back. |

[New Search](#)



DOL Certification

- Common misunderstanding that certification applies to entire company
 - May apply to a specific unit, section, production line, shift, etc.

After careful review of the facts obtained in the investigation, I determine that workers of GE Distributed Power, Inc. d/b/a Waukesha Gas Engines, a business unit of General Electric Corporation, including workers whose wages were reported under Dresser, Inc., Waukesha, Wisconsin, who are engaged in activities related to the production of gas-fueled engines, generator sets, combined heat and power (CHP) modules, Organic Rankine Cycle (OCR) systems, and auxiliaries ranging from 0.12 to 9.5 MW for industries from agriculture to oil and gas meet the worker group certification criteria under Section 222(a) of the Act, 19 U.S.C. § 2272(a). In accordance

- DOL decides the scope of the certification
 - The petition does not need to specify the impact



DOL Certification: DWD Process

- UI/TRA communicates with employer to get worker group list
- UI/TRA coordinates TAA Orientation session with TAA lead workers
- UI/TRA sends invitations to impacted workers notifying them of the TAA Orientation session
- Partners invited – face time for other programs

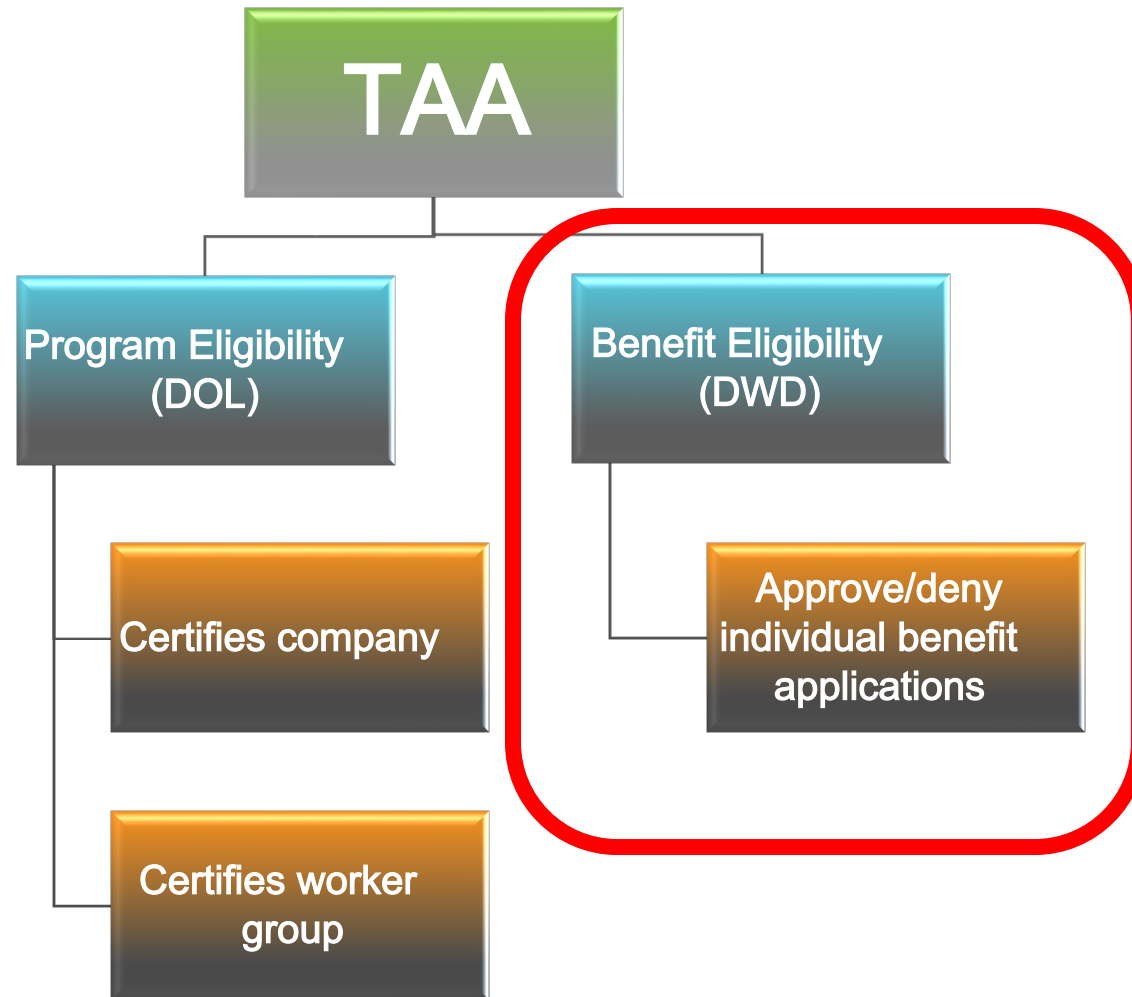


DOL Denials

- Workers of the denied petition may:
 - request administrative reconsideration (DOL)
 - seek judicial review (US Court of Intl Trade)
 - request services from other programs through local American Job Center
 - [DOL Website](#)



TAA Benefit Eligibility



TAA Benefit: Case Management

- Assessments
- Career counseling
- Information on:
 - Training
 - Financial aid resources
 - Labor market information
 - Supportive services
 - Short-term prevocational services
- Individual employment plan (IEP)



TAA Benefit: Training

- Types of training:
 - Occupational skills
 - ETPL is used but NOT required for TAA
 - Work-based
 - On-the job (OJT)
 - Registered apprenticeship
 - Remedial
 - Must be combined with post-secondary program
- **TAA training benefit doesn't expire!**



TAA Benefit: TRA

- Trade Readjustment Allowances
- Provides a weekly allowance for living expenses while in school
- Must enroll & participate in **full-time** training to receive TRA
- 3 tiers:
 - Basic (26 weeks)
 - Additional (65 weeks)
 - Completion (13 weeks)



TAA Benefit: RTAA

- Reemployment Trade Adjustment Assistance
- Cash benefit that pays 50% of the gap between what the participant made in their former job and what they make in their new job



TAA Benefit: HCTC

- Health Coverage Tax Credit
- NOT health insurance!
- Administered by IRS

For every month
you receive payment

- ✓ UI
- ✓ TRA
- ✓ RTAA

YOUR HEALTH INSURANCE PREMIUM



TAA Benefit: Job Search Assistance

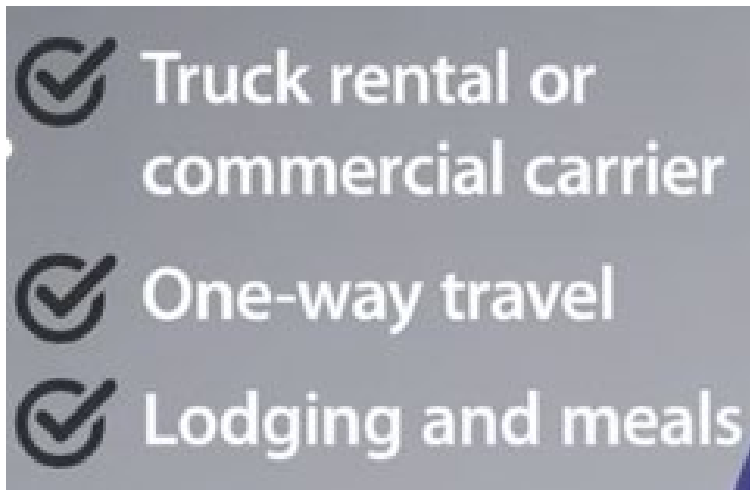
- Reimburses 90% of costs to:
 - attend job interviews
 - take tests
 - attend referral appointments for work outside of participant's "commuting area"

- ✓ Mileage
- ✓ Airfare
- ✓ Lodging and meals
- ✓ Up to \$1,250 total



TAA Benefit: Relocation Assistance

- Reimburses 90% of commercial mover costs (no maximum) if participant finds a job outside of “commuting area ”
- Must provide documentation of job offer



TAA Partners

- Encourage co-enrollment when it makes sense for the participant
 - Variable timing of certifications
 - WIOA services
 - Assessments
 - IEP
 - Car repairs
 - Childcare
- Once a petition is certified, TAA **must** be the primary funding source!
 - Get to know your local TAA Career Planner!

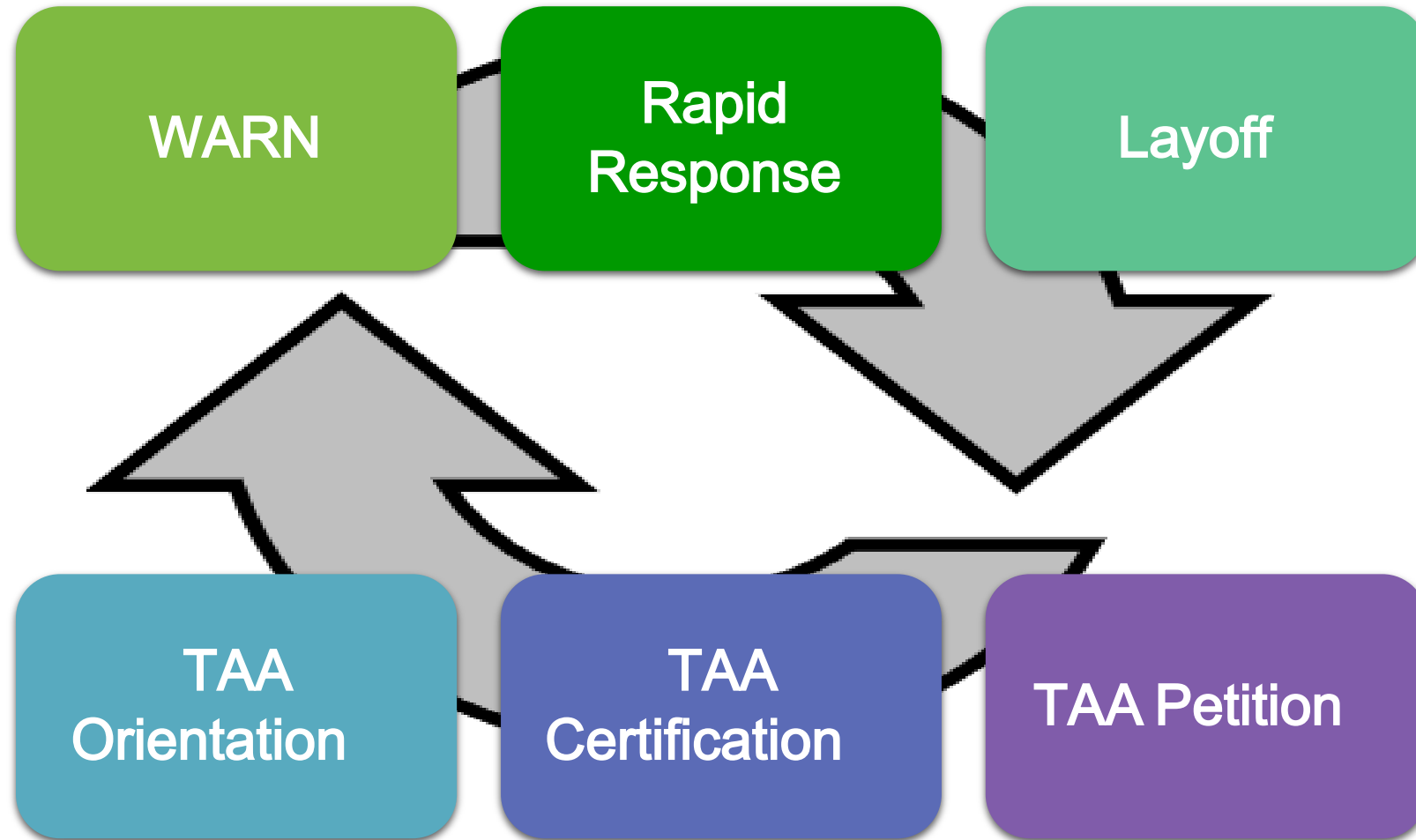


TAA Pop Quiz!

- 1) What is the minimum number of workers who may file a TAA petition?
- 2) True or False: Companies must pay for TAA benefits.
- 3) True or False: TAA must be the primary funding source once a petition is certified.
- 4) True or False: TAA stands for Trade Attitude Adjustment.



Common Timeline



Thank you!

Please visit the TAA Website: dwd.wi.gov/trade

