

RICK SNYDER
GOVERNOR



CHRISTINE QUINN
DIRECTOR

OFFICIAL

E-mailed: 09/29/15 (pv)

Workforce Development Agency (WDA)
Policy Issuance (PI): 15-23

Date: September 29, 2015

To: Michigan Works! Agency (MWA) Directors

From: Joe Billig, Director, Office of Talent Policy and Planning
SIGNED

Subject: Operating Instructions for Implementing the Trade Adjustment Assistance Reauthorization Act (TAARA) of 2015

Programs Affected: Trade Adjustment Assistance Extension Act (TAAEA) of 2011
Trade Adjustment Assistance Reversion 2014 (Reversion 2014)
TAARA of 2015

Rescissions: WDA PIs 13-33, 13-27 and 13-27, Change 1

References: The Trade Act of 1974, Public Law (PL) 93-618, as amended
The Trade Act of 2002, PL 107-210
The TAARA 2015, PL 114-27
U.S. Department of Labor (USDOL), Training and Employment Guidance Letters (TEGLs) No. 11-02 (and subsequent changes), 08-11, 07-13, and 05-15
Bureau of Workforce Programs/Transformation (BWP/T) PI 07-18, Change 2, issued December 22, 2008
BWP/T PI 09-21, issued November 23, 2009



Victor Office Center | 201 North Washington Square, 5th Floor | Lansing, Michigan 48913
517.335.5858 | TTY 888.605.6722

BWP/T PI 10-21, issued January 26, 2011

WDA PI 11-23, issued March 12, 2012

WDA PI 11-18, issued February 13, 2011

WDA PI 15-21, issued September 18, 2015

Background: Trade Adjustment Assistance (TAA) is a federal program that assists U.S. adversely affected workers who have lost their jobs as a result of foreign trade. The program provides adversely affected workers with opportunities to obtain the skills, credentials, resources, and support necessary to become reemployed. The TAA program was first established by the Trade Act of 1974 and has been amended several times. This policy issuance provides operating instructions for adversely affected workers covered under the TAARA of 2015.

Policy: These operating instructions address reauthorization of the TAA program and the changes in group eligibility requirements and individual benefits available under the TAA program from January 1, 2014 to June 30, 2021. The new program is referred to as the “TAARA of 2015.” Implementation of the TAARA of 2015 Program takes effect September 28, 2015.

The TAARA of 2015 benefits follow the TAA of 2011 rules with a limited number of modifications. Please refer to WDA PI 11-23 (TAAEA of 2011 Manual) as noted for serving TAARA of 2015 participants, including the use of forms. This policy will serve as official guidance until the release of the TAA Manual (encompassing all TAA law/versions). MWAs must continue to administer benefits to eligible adversely affected workers under the Trade Act of 2002, the TGAAA of 2009, and the TAAEA of 2011 according to previously published guidance.

Please utilize the following guidance to operate the TAA programs (until the release of the combined TAA Manual):

- Trade Act of 2002 – PI 07-18 Change 2 (2002 Manual)
- Trade and Globalization Adjustment Assistance Act of 2009 – PI 09-21 (2009 Manual)
- TAAEA of 2011 – PI 11-23 (2011 Manual)
- TAARA of 2015 – this policy issuance in conjunction with PI 11-23 (2011 Manual)

General Information

On June 29, 2015, President Obama signed into law the TAARA of 2015, which continues until June 30, 2021. The provisions under the TAARA of 2015 Program are retroactive to January 1, 2014, and apply to all petitions filed during that period. These petitions are designated with a series of numbers from 85,000 through 89,999 (formerly the Reversion 2014 Program). Petitions that were certified under Reversion 2014 will retain their designated petition number but will be converted to the TAARA of 2015 Program on September 28, 2015. As of September 28, 2015, Reversion 2014 Program benefits may not be provided to TAA applicants or participants with petition numbers 85,000 through 89,999. Petitions filed on or after June 29, 2015, will be assigned a petition number of 90,000 and greater, and will fall under the TAARA of 2015 provisions.

Transition from Reversion 2014 to TAARA of 2015

Beginning on September 28, 2015, the Reversion 2014 Program will end, and all active Reversion 2014 Program participants will be served under the TAARA 2015 Program. Information regarding the TAARA of 2015 Program must be provided to every adversely affected worker who is part of a worker group covered by a certification number 85,000 – 89,999. This notice will include information on the transition of Reversion 2014 adversely affected workers to the TAARA of 2015 after September 28, 2015. It is recommended that the MWA offer Worker Benefit Orientations to explain the TAARA of 2015 Program and the transition of Reversion 2014 to TAARA of 2015.

MWA Requirements

MWA's must carry out the following actions for the transition of Reversion 2014 to the TAARA of 2015 Program. MWAs have 60 days from the date of this policy issuance to complete the three items. The WDA will provide MWAs technical assistance during this time period to assist in the successful transition to TAARA of 2015 (details will be forthcoming). MWAs must report to their TAA State Coordinator when all items have been completed.

1) Notice to all TAA-certified workers under Reversion 2014

MWAs must notify all TAA-certified adversely affected workers under petitions 85,000-89,999 of the transition to the TAARA of 2015 Program. This notice will explain the expanded benefits of the TAARA of 2015 Program. In addition, information on Reemployment Trade Adjustment Assistance (RTAA) and the Health Coverage Tax Credit (HCTC) must be presented in this communication. This notice will also explain that participants who received benefits under the Reversion 2014 Program, and had exited the TAA program, cannot re-

enter the TAARA of 2015 Program and utilize a benefit that has been previously received. For example, transitioning to the TAARA of 2015 Program will not extend entitlement for additional training weeks for participants who have used their training benefit under Reversion 2014.

Worker Benefit Orientations for this group are encouraged, but not required. Each adversely affected worker must have the opportunity to be fully informed on the TAARA of 2015 Program.

See Attachment A for the Notification template that can be used for this purpose. The template can be modified to add local information, notes, and Worker Benefit Orientation information as applicable.

- 2) Notice to all TAA-certified Adversely Affected Incumbent Workers
MWAs are also required to provide notice of the expansion of the Reversion 2014 certification to include incumbent adversely affected workers. WDA will contact all Reversion 2014 certified employers and obtain an expanded list of adversely affected workers who are threatened with separation but have not been totally or partially separated from employment. (The WDA will provide the list to the applicable MWA.) The MWAs should use this list to determine eligible adversely affected incumbent workers (workers with a future separation date that is within the impact and expiration date of the certification) and provide TAARA 2015 Program information to each adversely affected worker on this list. This should include information about the pre-separation training benefit available to adversely affected incumbent workers.

Note: Adversely Affected Incumbent Workers are only eligible for Classroom Training and Registered Apprenticeships (and accompanying Case Management services).

Worker Benefit Orientations for this group are encouraged, but not required. Each adversely affected worker must have the opportunity to be fully informed on the TAARA of 2015 Program.

See Attachment B for the Notification template that can be used for this purpose. The template can be modified to add local information, notes, and Worker Benefit Orientation information as applicable.

MWA's must also carry out the following eligibility and service reconsideration requirement:

- 1) Reconsideration of Denied TAA Benefits/Services

MWAs must reconsider all TAA eligibility and services denied to adversely affected workers with petition numbers 85,000-89,999 and apply TAARA of 2015 provisions when issuing a determination. If an MWA overturns a denied Waiver of Training, please write “Reconsideration due to TAARA of 2015” on the top of the document when sending to the Unemployment Insurance Agency.

Summary of the TAARA of 2015 Program

- New series for petitions (90,000 and greater) filed on or after June 29, 2015.
- TAA group eligibility includes workers for firms that produce articles or supply services, workers for firms that have shifted production to any foreign country, and workers whose firm is identified specifically by the International Trade Commission.
- Adversely affected workers who are separated or threatened with separation are eligible for benefits and services. (Adversely affected incumbent workers are eligible for pre-separation training.)
- The deadline for enrollment in training, or issuance of a training waiver, (for Trade Readjustment Allowances [TRA] eligibility) is either the last day (Saturday) of 26 weeks from certification or 26 weeks from most recent qualifying separation, whichever is later.
- The 210-Day Rule is no longer in effect. (It was the previous rule requiring an adversely affected worker, in order to be eligible for additional TRA, to have filed a bona fide application for training within 210 days of either the issuance of the certification covering the worker or the worker's most recent qualifying separation.)
- The reasons for waivers from training include Health, Enrollment Unavailable, and Training Not Available
- 130 possible weeks of training (with the exception of 104 weeks for On-the-Job Training)
- Part-time training is approvable (TRA is not available during part-time training)
- 130 possible weeks of TRA (52-Unemployment Insurance [UI]/Basic, 65-Additional and 13-Completion)

- Remedial and Prerequisite training may be included as part of a training plan, but Completion TRA is the only type of TRA payable aside from Basic and Additional.
- Funding is available for Case Management services.
- Job Search Allowances are available for 90 percent of allowable costs up to \$1,250.
- Relocation Allowances are available for 90 percent of allowable costs with a lump sum of up to \$1,250.
- RTAA is available for adversely affected workers over 50 years of age (if certain eligibility requirements are met).
- Federal Good Cause and the 60-Day Post Notification deadline exceptions can be applied to determinations on a Training Waiver.
- The Health Coverage Tax Credit of 72.5 percent is available (future guidance forthcoming).
- Merit Staffing requirements remain in effect.

Group Eligibility Requirements

Eligibility for the TAA program is reinstated to the TAAEA of 2011 levels and includes:

- Adversely affected workers in firms that produce articles or supply services based on an increase in imports of articles or services
- Adversely affected workers in firms that have shifted production to any foreign country
- Adversely affected workers in firms that produce component parts or supply services where there are increased imports of the finished article
- Adversely affected workers in firms that are downstream producers or supply testing, packaging, maintenance, and transportation services to companies with TAA-certified adversely affected workers
- Adversely affected workers whose firm is identified in specific types of International Trade Commission affirmative “injury” or “market disruption” determinations

Individual Eligibility for TAA Services

To qualify for services under TAA, individuals must meet all of the following requirements:

- Be a member of an individual group certified by the Office of Trade Adjustment Assistance for assistance under TAA,
- Be partially or totally separated from adversely affected employment (or have a documented threat of separation to enter pre-separation training), and
- Have been separated for lack of work attributable to the employer.

An individual may qualify for TAA even if he or she does not qualify for TRA. An individual whose last separation from the affected employer was for reasons other than lack of work may still qualify for services if he or she had a previous separation due to lack of work from the affected employer during the eligibility period of the certification. MWAs must maintain documentation in the case file that confirms eligibility for TAA (including applicable employer separation lists, UIA documentation, or other applicable documentation used to prove TAA eligibility).

Intake and Case Management Services

Please refer to WDA State of Michigan (SOM) PI 11-23 Chapter Six for specific provisions on intake and case management requirements.

TAARA of 2015 adversely affected workers must be offered the eight case management services as outlined in PI 11-23. MWAs must document that all eight case management services were offered in the case file. Case management services must be entered in the One Stop Management Information System (OSMIS) upon the provision of such services.

Funding for Case Management services is available under TAARA of 2015. See WDA PI 15-21 for allowable uses of Case Management funding.

Training

Please refer to WDASOM PI 11-23 Chapter Eight for specific provisions on training.

Classroom Training, Registered Apprenticeship Training, and Customized Training have a limit of 130 weeks. On-the-Job Training has a limit of 104 weeks.

Training Benchmarks

Please refer to WDASOM PI 11-23 Chapter Nine for specific provisions on training.

Waiver from the Training Requirement

Please refer to PI 11-23 Chapter Ten for specific provisions on Training Waivers.

Under the TAARA of 2015, the payment of TRA benefits require the adversely affected worker to be enrolled in training or receive a waiver from the training requirement within the latter of two dates (26/26):

- 1) The last day (Saturday) of the 26th week after issuance of the certification of eligibility covering the individual, or
- 2) The last day (Saturday) of the 26th week after the individual's most recent total qualifying separation.

Training Waivers can be issued utilizing one of the following reasons:

- **Health** - the adversely affected worker is unable to participate in training due to the health of the adversely affected worker, except that this basis for a waiver does not exempt an adversely affected worker from the “available to work, active work search, or refusal to accept work” requirements under Federal or State unemployment compensation laws.
- **Enrollment Unavailable** - the first available enrollment date for the adversely affected worker's approved training is within 60 days after the date of the determination made under this paragraph, or, if later, there are extenuating circumstances for the delay in enrollment.
- **Training Not Available** - training approved by the MWA is not reasonably available to the adversely affected worker from governmental agencies or private sources, no suitable training for the adversely affected worker is available at a reasonable cost, or no training funds are available.

TRA

The maximum number of weeks of income support for adversely affected workers is 130 (including regular unemployment compensation and extensions, as applicable).

General TRA Eligibility Provisions

- The adversely affected worker's total or partial separation occurred during the period covered by the certification.
- The adversely affected worker had 26 weeks of employment at \$30 or more per week in the 52-week period ending with the total or partial separation from adversely affected employment (the following may be counted towards the 26 qualifying weeks - up to 7 weeks of certain types of leave, up to 26 weeks of workmen's compensation, and up to 26 weeks for a military reservist being called for active duty.)
- The adversely affected worker was entitled to Unemployment Insurance (UI) for a week within the benefit period (or would be entitled if the adversely affected worker filed a UI claim) and exhausted all UI entitlement.
- The adversely affected worker does not have a waiting period applicable for any such UI.
- The adversely affected worker would not be disqualified for extended compensation payable under the Federal-State Extended Compensation Act of 1970 by reason of its work search and job search requirements.

Basic TRA

Basic TRA is payable for up to 52 weeks of benefits, less state UI. Basic TRA is payable to adversely affected workers who are enrolled in or are participating in full-time TAA-approved training, or who completed TAA training following a qualifying separation, or have received a timely Waiver from Training.

Additional TRA

Sixty-five weeks of Additional TRA are payable to assist the adversely affected worker in completing TAA approved training payable over a 78 consecutive calendar week eligibility period. To receive up to 65 weeks of Additional TRA, participants must be participating in TAA approved training at full-time status during the eligibility period, while meeting all other TRA eligibility criteria. Adversely affected workers must have enrolled in TAA approved training timely (within 30 days of the Waiver from Training being revoked or naturally expiring due to Basic TRA eligibility ending).

Completion TRA

Completion TRA is available, with up to 13 weeks available to assist adversely affected workers complete TAA training after exhausting the maximum amount of Additional TRA. Completion TRA is available provided the individual has exhausted the maximum 65 weeks of Additional TRA, meets training benchmarks, and all other eligibility requirements.

Job Search Allowances

Please refer to WDASOM PI 11-23 Chapter Eleven for specific provisions on Job Search Allowances.

Adversely affected incumbent workers (who are working but have a future separation date) are not eligible for Job Search Allowances.

Relocation Allowances

Please refer to PI 11-23 Chapter Twelve for TAARA of 2015 provisions on Relocation Allowances.

Adversely affected incumbent workers (who are working but have a future separation date) are not eligible for Relocation Allowances.

Reemployment Trade Adjustment Assistance (RTAA)

Please refer to PI 11-23 Chapter Thirteen for specific provisions on RTAA, except for the updated policy below.

RTAA provides a wage supplement benefit for individuals who are at least 50 years of age, and who obtain different, full-time employment at wages less than those earned in the adversely affected employment. Adversely affected workers may receive up to half of the difference between their old wage and new wage. The wage subsidy may be paid up to a maximum of \$10,000 during the eligibility period. To be eligible for RTAA, adversely affected workers may not earn more than \$50,000 per year in the new employment. Intake and application for the RTAA benefit are the responsibility of the MWA. Determination of eligibility and payments for RTAA is the responsibility of the UIA/TRA Unit.

New policy on RTAA per TEGL 5-15:

- Adversely affected workers may choose to remain on Alternative Trade Adjustment Assistance (ATAA) in lieu of transitioning to RTAA.
- The definition of a “firm” is clarified in TEGL 5-15 to determine if an adversely affected worker has become reemployed by a firm that is different than the firm from which the adversely affected worker was separated. A firm can mean a subdivision if the reemployment subdivision is not part of the TAA certification.
- While the adversely affected worker need not be 50 years of age when obtaining RTAA employment, (RTAA would not be approved until age 50 is reached) RTAA eligibility requires that the benefit is payable within the eligibility period.

- Part-time and full-time work is approvable under RTAA for adversely affected workers in TAA training.
- An adversely affected worker who is in a full-time On-the-Job Training program at the time of application for RTAA (enrolled in training full-time and employed full-time) may be eligible for RTAA.

Health Coverage Tax Credit

The TAARA 2015 retroactively extends the 72.5 percent Health Coverage Tax Credit (HCTC) through December 31, 2019, for eligible TRA and ATAA/RTAA recipients in the TAA program. The IRS is currently reviewing the recently passed legislation and expects to provide guidance shortly. Further guidance is forthcoming.

Exceptions to Deadlines

The following exceptions to deadlines exist for TAARA of 2015 adversely affected workers:

- 1) 45-Day Extenuating Circumstances - extension of the training enrollment or training waiver deadline of 45 days where the MWA determines that there are extenuating circumstances. Extenuating circumstances are circumstances beyond the control of the adversely affected worker (for example - injury, program cancellation).

Applicable only to:

- Training Deadline (for the purposes of receiving TRA)
- Training Waiver

- 2) 60-Day Post Notification - extension of the training enrollment or training waiver deadline for 60 days in cases where the adversely affected worker was not provided with timely information on training enrollment deadlines. The adversely affected worker must be enrolled in training or receive a waiver by the Monday of the first week occurring 60 days after the date on which the adversely affected worker was properly notified of both his or her eligibility to apply for TAA and the requirement to enroll in training absent a waiver of the training requirement.

Applicable only to:

- Training Deadline (for the purposes of receiving TRA)
- Training Waiver

- 3) Federal Good Cause - allows for a waiver of deadlines relating to time limitations for filing an application for TRA or enrolling in training based on “good cause.” Factors to consider include:
- Whether the adversely affected worker acted in a manner that a reasonably prudent person would have acted under the same or similar circumstances.
 - Whether the adversely affected worker received timely notice of the need to act before the deadline passed.
 - Whether there were factors outside the control of the adversely affected worker that prevented the adversely affected worker from taking timely action to meet the deadline.
 - Whether the adversely affected worker’s efforts to seek an extension were sufficient.
 - Whether the adversely affected worker was physically unable to take timely action to meet the deadline.
 - Whether the adversely affected worker’s failure to meet the deadline was because of the employer warning, instructing, or coercing the adversely affected worker in any way that prevented the adversely affected worker’s timely filing of an application for TRA or to enroll in training.
 - Whether the adversely affected worker’s failure to meet the deadline was because the adversely affected worker reasonably relied on misleading, incomplete, or erroneous advice provided by the state.
 - Whether the adversely affected worker was not provided advice reasonably necessary for the protection of the adversely affected worker’s entitlement to TRA.
 - Whether there were other compelling reasons or circumstances which would prevent a reasonable person from meeting a deadline for filing an application for TRA or enrolling in training, including:
 - neglect, a mistake, or administrative error
 - illness or injury of the adversely affected worker or any member of the adversely affected worker's immediate family
 - the unavailability of mail service for an adversely affected worker in a remote area
 - a natural catastrophe, such as an earthquake, fire, or flood
 - an employer’s failure or undue delay in providing documentation, including instructions, a determination or notice, or pertinent and important information

- compelling personal affairs or problems that could not reasonably be postponed, such as an appearance in court or administrative hearing or proceeding, substantial business matters, attending a funeral, or relocation to another residence or area
- the state failed to effectively communicate in the adversely affected worker's native language, and the adversely affected worker has a limited understanding of English
- loss or unavailability of records due to a fire, flood, theft, or similar reason. Adequate documentation of the availability of the records includes a police, fire, or insurance report that contains the date of the occurrence and the extent of the loss or damage.

Applicable only to:

- Training Deadline (for the purposes of receiving TRA)
- Training Waiver

- 4) Equitable Tolling – applies in circumstances in which a deadline was missed through no fault of the participant, and the participant has demonstrated due diligence in taking all necessary actions to protect their eligibility for TAA benefits upon notification of the applicable deadline. When a deadline is tolled, the time to meet the deadline is extended from the time the worker was notified of the applicable deadline. Tolling the time to meet a deadline allows the deadline to be satisfied beyond the applicable statute of limitations.

Applicable only to:

- Training Deadline (for the purposes of receiving TRA)
- Training Waiver
- Job Search Allowance
- Relocation Allowance

Performance Measures

TAA performance measures will be aligned with the Workforce Innovation and Opportunity Act measures. The USDOL will issue separate instruction regarding this subject. Further guidance will be forthcoming from the WDA.

Sunset Provisions

The TAARA of 2015 contains sunset provisions for the TAA program. Beginning on July 1, 2021, the TAA program is authorized to operate the Reversion 2014 Program for one year. USDOL will issue additional instructions to implement these provisions if necessary.

Action: MWA officials shall take the appropriate actions necessary to implement the directives of this policy issuance, including the notification requirements. As of September 28, 2015, TAA adversely affected workers with petition numbers 85,000 through 89,999 must be served under TAARA of 2015.

Inquiries: Questions regarding this policy issuance should be directed to your TAA State Coordinator. This policy issuance is available for downloading from the Internet system. Please contact Ms. Pam Vance at (517) 373-6234, for details.

The information contained in this policy issuance will be made available in an alternative format (large type, audio tape, etc.) upon special request to this office. Please contact Ms. Vance at (517) 373-6234, for details.

**Expiration
Date:**

Continuing

JB:TF:pv

Attachments

**TRADE ADJUSTMENT ASSISTANCE (TAA)
NOTICE OF TAA PROGRAM REAUTHORIZATION**

| | | | |
|---------------------------|-------|--------|------|
| Name of Certified Worker: | | | |
| Address: | City: | State: | Zip: |

On June 29, 2015, President Obama signed into law the Trade Adjustment Assistance Reauthorization Act of 2015, which changes the group eligibility requirements and individual benefits and services available under the TAA program for adversely affected workers certified under petitions 85,000 through 89,999. On September 28, 2015, all adversely affected workers being served under petitions 85,000 through 89,999 will be transitioned to, and served under, the Trade Adjustment Assistance Reauthorization Act of 2015.

The U.S. Department of Labor previously issued a certification of eligibility for adversely affected workers to apply for adjustment assistance under the Trade Act of 1974, as amended, as specified below:

| | | |
|---|---------------------|------------------|
| Employer: | Location: | Petition Number: |
| Impact Date: | Certification Date: | Expiration Date: |
| Workers Certified: <i>(add petition language)</i> | | |

TAA and Trade Readjustment Allowances (TRA) are provided to workers who have been separated from employment due to lack of work on or after the impact date and on or before the expiration date as shown above. Our records indicate that you had a qualifying separation under the above TAA-certified company. You may have received, are currently receiving, or have not yet applied for services under the TAA program.

For those workers who received TAA services and have exited from the program:

No additional entitlement exists for benefits completed. However, for clarification on program services that are still available, please contact the Michigan Works! Agency listed below. Please see the “Services available under the Trade Adjustment Assistance Reauthorization Act of 2015” section for all TAA benefits.

For those workers who are currently receiving TAA services:

There will be no interruption in your services. However, please discuss with your Michigan Works! Agency the additional flexibilities that the reauthorized program allows.

For those workers who have not yet applied for services:

You may still apply for TAA services, and individual service deadlines and requirements will be explained at the time of application. Please see the “Services available under the Trade Adjustment Assistance Reauthorization Act of 2015” section for all TAA benefits.

Please contact your Michigan Works! Agency TAA service provider to determine if these changes will have an impact on your Trade Adjustment Assistance program benefits.

| | | |
|---------------------------------|--------|--------|
| Michigan Works! Agency: | | |
| TAA Contact Person: | Phone: | Email: |
| Michigan Works! Agency Address: | | |

*If the above location is not in your local area, please contact your nearest Michigan Works! Agency and mention this letter - <http://www.michiganworks.org/about-michigan-works/one-stop-service-centers>

Services available under the Trade Adjustment Assistance Reauthorization Act of 2015:

- **Case Management Services** – Assessments, short-term prevocational skills, individual employment plans, career planning assistance, supportive services information, training information, labor market information, and information on applying for financial aid
- **Training** – 100% of tuition, fees and required training supplies/equipment
 - Classroom training (up to 130 weeks)
 - Customized training (up to 130 weeks),
 - Registered Apprenticeship programs (up to 130 weeks), and
 - On-the-job training (up to 104 weeks)
- **Job Search Allowance** – Reimbursement of 90% of pre-approved job search activities, up to \$1,250
- **Relocation Allowance** – Reimbursement of 90% of pre-approved relocation costs including a lump sum payment of up to \$1,250
- **Reemployment Trade Adjustment Assistance (RTAA)** – Wage subsidy available to reemployed older workers (50 years of age and older) that covers a portion of the difference between a worker's new wage and their old wage. The RTAA benefit under the Trade Adjustment Assistance Reauthorization Act of 2015 has additional eligibility including:
 - Workers may choose to remain on the Alternative Trade Adjustment Assistance (ATAA) program in lieu of transitioning to RTAA
 - Part-time and full-time work is approvable under RTAA for adversely affected workers in TAA training.
 - RTAA may be approved with On-the job training or Registered Apprenticeships (if all other provisions are met)
- **Trade Readjustment Allowance (TRA)** – Income support, up to 130 weeks total, available in the form of weekly cash payments to workers who are enrolled in a full-time training program and have exhausted their unemployment insurance
- **Health Coverage Tax Credit (HCTC)** – A credit that covers 72.5% of eligible health insurance costs (future guidance will be available regarding HCTC)

Failure to apply for benefits within required time limits may result in loss of entitlement to some benefits.

The State of Michigan Workforce Development Agency, in compliance with applicable federal and state laws, does not discriminate in employment or in the provision of services based on race, color, religion, sex, national origin, age, disability, height, weight, marital status, arrest without conviction, political affiliation or belief, and for beneficiaries only, citizenship or participation in any federally assisted program or activity.

**TRADE ADJUSTMENT ASSISTANCE (TAA)
NOTICE OF TAA PROGRAM REAUTHORIZATION
*Adversely Affected Incumbent Workers***

| | | | |
|--|-------|--------|------|
| Name of Adversely Affected Incumbent Worker: | | | |
| Address: | City: | State: | Zip: |

On June 29, 2015, President Obama signed into law the Trade Adjustment Assistance Reauthorization Act of 2015, which changes the group eligibility requirements and individual benefits and services available under the TAA program for adversely affected workers certified under petitions 85,000 through 89,999. Due to this reauthorization, adversely affected workers who have a documented future separation date (within the impact date and expiration date of the certification) due to lack of work may qualify for Case Management, Classroom Training and/or Registered Apprenticeships.

The U.S. Department of Labor previously issued a certification of eligibility for adversely affected workers to apply for adjustment assistance and you were included as having a qualifying future separation date.

| | | |
|---|---------------------|------------------|
| Employer: | Location: | Petition Number: |
| Impact Date: | Certification Date: | Expiration Date: |
| Workers Certified: <i>(add petition language)</i> | | |

Please contact your Michigan Works! Agency TAA service provider to discuss the benefits available to you:

| | | |
|---------------------------------|--------|--------|
| Michigan Works! Agency: | | |
| TAA Contact Person: | Phone: | Email: |
| Michigan Works! Agency Address: | | |

*If the above location is not in your local area, please contact your nearest Michigan Works! Agency and mention this letter - <http://www.michiganworks.org/about-michigan-works/one-stop-service-centers>

Services available under the Trade Adjustment Assistance Reauthorization Act of 2015 for Adversely Affected Incumbent Workers:

- **Case Management Services** – Assessments, short-term prevocational skills, individual employment plans, career planning assistance, supportive services information, training information, labor market information, and information on applying for financial aid
- **Training** – 100% of tuition, fees and required training supplies/equipment
 - Classroom training (up to 130 weeks)
 - Registered Apprenticeships (up to 130 weeks)

Note: Job Search Allowance, Relocation Allowance and On-the-job training are not available to adversely affected incumbent workers. However, these benefits may be available after a qualifying separation occurs.

Failure to apply for benefits within required time limits may result in loss of entitlement to some benefits.

The State of Michigan Workforce Development Agency, in compliance with applicable federal and state laws, does not discriminate in employment or in the provision of services based on race, color, religion, sex, national origin, age, disability, height, weight, marital status, arrest without conviction, political affiliation or belief, and for beneficiaries only, citizenship or participation in any federally assisted program or activity.