

Trade Adjustment Assistance

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Assists workers who have lost their jobs as a result of foreign Trade

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TAARA 2015/Reversion 2021/Modernization Act

- Trade 2015 (TAARA 2015) expired on 6/30/2021, all current petitions in Nebraska are part of TAARA 2015 with one pending under Reversion 2021
- Reversion 2021 began on 7/1/2021 and will be in place until a new bill is passed or 6/30/2022
- Modernization Act is proposed as part of the Build Back Better Act

Trade Petitions

Eligibility criteria for petitions (20 CFR Parts 617 & 618 Subpart B): 6 Categories of the 16 Statutory Paths

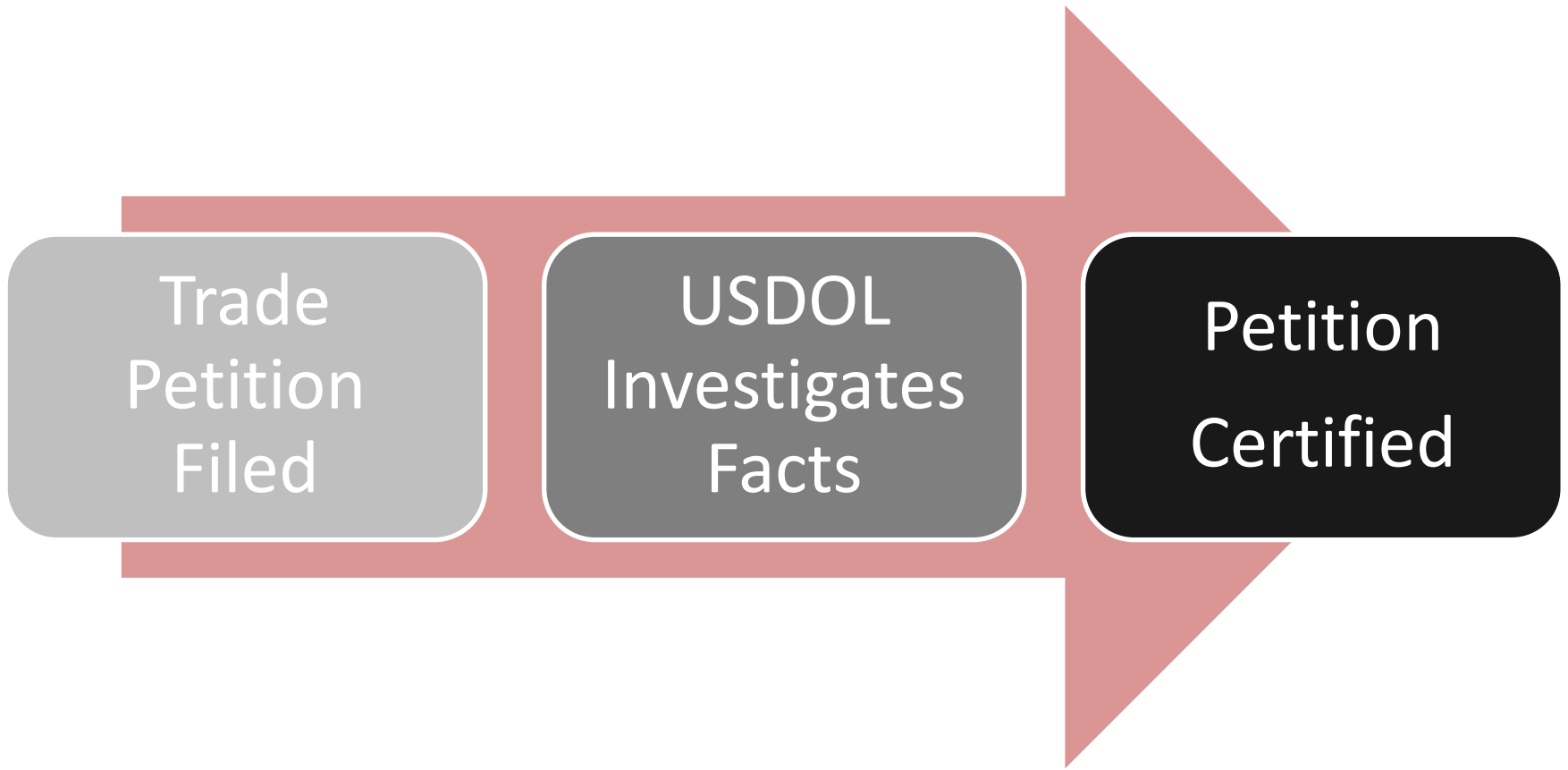
- **Increased Imports (causing sales or production to decrease)**
- **Shifts to a Foreign Country**
- **Acquisitions from a Foreign Country (acquired articles or services)**
- **Secondary Component Supplier to another TAA certified firm**
- **Downstream Producer of a TAA firm**
- **International Trade Commission**

Trade Petitions

**A Trade petition can be filed by
(dol.gov/agencies/eta/tradeact/petitioners):**

- A group of two or more workers from the same firm
- Certified or recognized union representative
- American Job Center operator or partners including State Workforce Official
- Employment security agency
- Dislocated worker unit and rapid response team member

Trade Petition Certification Process



Certified Petition

- Affected workers apply for benefits and services through their local job center
 - **Bring your Trade notification letter when applying**
 - Eligibility is determined after you meet with Trade staff and your application has been processed

Important Dates/Definitions

- ❑ **Impact Date:** The date when total or partial layoffs began or were threatened to begin
- ❑ **Certification Date:** The date on which a Trade petition was certified by USDOL
- ❑ **Expiration Date:** Last date by which a worker must be laid off in order to be covered by the certification
- ❑ **Your Separation Date must be:**
 - ON or AFTER the Impact Date
 - ON or BEFORE the Expiration Date
- ❑ **See handout for your Impact Date, Certification Date, and Expiration Date**

Other Important Dates

- Other important dates
 - ▣ 26 weeks after Certification Date
 - ▣ 26 weeks after YOUR Separation Date

- ***LATER of these 2 dates is the DEADLINE for applying for:***
 - ▣ Income Support (TRA) - additional UI \$ available to Trade clients who are in Trade Approved Training
 - ▣ Waiver - holds place in training/maintains eligibility for some TRA benefits even if not in Training

Trade Benefits and Services Overview

- Training
- Job search Allowance
- Relocation Assistance
- Income Support: Trade Readjustment Allowances (TRA)
- Reemployment Trade Adjustment Assistance for Older Workers (RTAA)
- Health Coverage Tax Credit (HCTC)

Training

- ☑ Up to 130 weeks of full or part-time training resulting in a credential
- ☑ Classroom Training
 - ☑ Job ready upon completion of training
 - ☑ College or vocational courses, up to 130 weeks
 - ☑ Can fund tuition, fees, books
- ☑ Employer-Based Training
 - ☑ On-the-Job Training (OJT)
 - ☑ Customized Training
 - ☑ Apprenticeships
- ☑ Prerequisite training and/or coursework and remedial education

Training Approval Criteria

- ☑ Trade program staff with the Nebraska Department of Labor determines/approves
 - ☑ Eligibility
 - ☑ Allowable costs

- ☑ The intent is that training will be **continuous** until training ends – no breaks are permitted unless they are part of the institution’s regular breaks between semesters/quarters/terms

Conditions for Training Approval

- No suitable employment is available
- You would benefit from appropriate training
- Expectation of employment following training
- Training is reasonably available
- You are qualified to undertake and complete training
- Training is available at a reasonable cost

Training Expenses

- Trade Program covers tuition, fees, books
- Participant pays living expenses
- Training will not be approved unless there is a clear indication that the participant has sufficient income support to meet personal expenses while enrolled in training

Training Benchmarks

- Requirement for all training (except short term training)
 - Maintain satisfactory academic standing
 - On schedule to graduate according to Individual Training Plan
 - Progress reviewed at least every 60 days
 - Must meet the training benchmarks in order to be eligible for Completion TRA

Waivers

- May be issued when
 - ▣ you are unable to participate in training due to a health condition*
 - ▣ enrollment in training is not available within 60 days
 - ▣ training is not available

- Ensures you remain eligible for
 - Income Support (Basic TRA only)
 - Health Coverage Tax Credit
 - Training when available

* Unemployment Insurance division may determine you are ineligible for Unemployment Insurance benefits if you are unable to accept employment-to receive benefits you must be able and available to accept employment

Waivers

- Waiver length: 6 months
- Reviewed at least every 28 days
- Waivers may be extended for good cause with the approval of the State Trade Program Coordinator
- While on a waiver individuals need to follow the State Unemployment Insurance work search requirements

Job Search Allowance

- Monetary reimbursement for job interview travel outside your local commuting area
 - Scheduled interviews (must be documented)
 - More than 25 map miles from your home – MapQuest.com
- Must meet all eligibility and deadline requirements
- Job Search Program provides assistance for attending approved job search activities within this program
- Reimbursed up to 90% allowable expenses (total job search reimbursements may not exceed \$1,250.00)
 - ▣ Mileage (or cost of bus, train, or air travel, etc.)
 - ▣ Client meals/lodging (up to 50% of federal per diem rate)
- **Written requests must be approved before job search activities begin to ensure cost reimbursement**

Relocation Assistance

- Monetary assistance in relocating outside of your local commuting area (25 miles from current home)
 - ▣ One-time benefit after layoff from Trade Affected Employer
 - ▣ Bona fide job offer or started new full time job
 - ▣ Written request and approval before move starts
 - ▣ Must meet eligibility and deadline requirements

Relocation Assistance

- Up to **90%** of reasonable and necessary allowable expenses
 - ▣ Moving expense (truck rental, commercial carrier or other *approved costs*)
 - ▣ Mileage for moving personal vehicles
 - ▣ Meals/lodging (limited to 50% of federal per diem expense)
 - Covers all household members
 - ▣ Lump sum payment equal to 3 x 1st week's wages at the new job or \$1,250, whichever is less

Trade Readjustment Allowances (TRA)

- Income Support for workers enrolled in full time TRADE approved training
- Pays up to 130 weeks of income support (weekly TRA benefits)
- Paid through Unemployment Insurance
- Paid at the same weekly benefit amount as your original unemployment insurance claim
- There are three types of TRA in this sequence:
 - BASIC TRA
 - ADDITIONAL TRA
 - COMPLETION TRA

Basic TRA

- ❑ Paid at the same weekly benefit amount as your original Unemployment Insurance claim
- ❑ Enrolled or participating in full-time TAA approved training
or
- ❑ Must have obtained a Waiver of the training
- ❑ Paid after Regular UI and any Federal Extended Benefits
- ❑ Pays up to 26 weeks

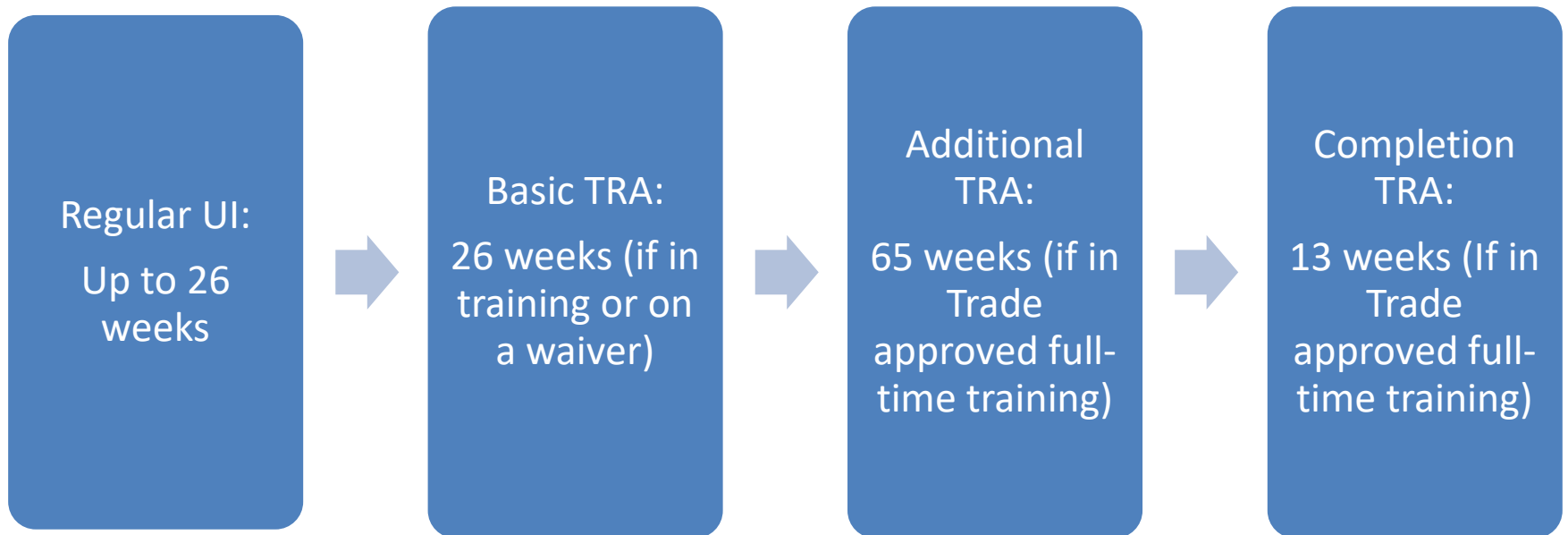
Additional TRA

- ❑ Must be attending full-time Trade approved training **and** making satisfactory progress
- ❑ Paid at the same weekly benefit amount as the original Unemployment Insurance claim
- ❑ Paid after Regular UI and Basic TRA
- ❑ Pays up to 65 weeks of Additional income support paid over a period of 78 weeks
- ❑ Not paid during breaks in training of over 30 days

Completion TRA

- Must be approved at the beginning of full-time training
- Paid after UI, Basic TRA and Additional TRA are all exhausted
- Must meet all training benchmarks
- May be paid up to 13 weeks of last 20 weeks of training
- Payments end
 - Upon completion of training
or
 - If benchmarks cannot be met

Trade Readjustment Allowance Availability Chart



TRA Payments

Trade Readjustment Allowances are paid in the same manner as regular unemployment insurance. Therefore child support, tax deductions and pensions will be factored in. Payments may be received through direct deposit or debit card.

EXCEPTION: While on TRA, you may have work with gross earnings up to your weekly benefit amount and still receive your TRA weekly dollars.

APPLICABLE TO: Those individuals in full time Trade training who have exhausted UI benefits.

MANDATORY: It is mandatory to report the gross amount of ALL wages earned in a calendar week. IF you are on TRA weekly dollars, you will contact Desserae Chmiel at ndol.trade@nebraska.gov and your Workforce Coordinator for directions for claiming benefits while working, as special conditions apply.

Trade Readjustment Allowances (TRA)

- ▣ Income support (TRA) for training STOPS if:
 - You are not meeting training benchmarks
 - You are not meeting training attendance requirements

- Questions regarding UI or TRA to Desserae Chmiel
 - E-mail: ndol.trade@nebraska.gov
 - Phone: (402) 458-2543

Reemployment Trade Adjustment Assistance for Older Workers (RTAA)

- A wage subsidy for workers who are reemployed at a reduced salary from Trade affected position
- Paid from same source as Income Support (TRA) \$
- To qualify...
 - Earn \$50,000/year or less at the new job (calculated each time you submit a request for payment)
 - Be employed full-time (36⁺ hours/week)
or
 - Employed part-time (20⁺ hours/week) and in **Trade approved** training
 - 50 years of age or older during the eligible time period

Reemployment Trade Adjustment Assistance for Older Workers (RTAA)

- Benefit (general description)
 - Formula based on $\frac{1}{2}$ of difference between old hourly wage at separation and new full-time wages
 - Calculated each time pay stub is submitted for reimbursement (at least monthly)
- Limits
 - Paid for 104 weeks from 'reemployment date' or if 50 years of age during the eligible time period, pays back to when you started
 - Or, paid the maximum benefit of \$10,000 has been paid out
 - If receiving TRA, then number of weeks of eligibility and the \$ amount will be reduced accordingly

Health Coverage Tax Credit (HCTC)

- Income tax credits for health coverage
- HCTC is an **IRS** program
- Names of eligible Trade participants are provided to the IRS

- ▣ IRS will contact you directly about the program
 - Tax credit reimbursing part of the cost of *qualified health plans*
 - 72.5% of monthly insurance premium
 - amount can be paid directly to health insurer on monthly basis by IRS
 - participant can receive credit at the end of the year on their tax return

Trade Participants Eligible for HCTC

- ❑ Enrolled in TAA approved training, and eligible for Income Support (TRA) – even if still drawing Unemployment Insurance
- or
- ❑ On an approved Training Waiver
- or
- ❑ Receiving RTAA wage subsidy reimbursement

HCTC Contact Information

- **HCTC Customer Contact Center (IRS):**
 - <http://www.irs.gov/hctc>
 - (844)853-7210
 - TDD/TTY callers
 - (866) 626-4282

Questions?

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