

Michigan Department of Energy, Labor
& Economic Growth

TRADE ADJUSTMENT ASSISTANCE ORIENTATION



MICHIGAN
WORKS!



TRADE ADJUSTMENT ASSISTANCE (TAA)

- ▣ **Purpose:** to provide assistance to workers who lose their jobs due to U.S. trade policies (job loss due to foreign imports or shifts in production).
- ▣ **Intent:** to help laid off workers return to work as quickly as possible at a comparable wage.

TAA ELIGIBILITY INFORMATION

- ▣ Workers must be laid off on or after the impact date, and before the expiration date of the certification to be eligible to apply for services.

MAJOR COMPONENTS OF TAA

- ▣ Trade Adjustment Assistance (TAA) services available at your local Michigan Works!
- ▣ Alternative Trade Adjustment Assistance (ATAA)
- ▣ Health Coverage Tax Credit (HCTC)
- ▣ Trade Readjustment Allowances (TRA)

TAA SERVICES AVAILABLE AT MICHIGAN WORKS!

- ▣ Include:
 - Re-employment Services
 - Training
 - Job Search Allowances
 - Relocation Allowances
 - Alternative Trade Adjustment Assistance (ATAA)

EXAMPLES OF RE-EMPLOYMENT SERVICES

- ▣ Employment Registration
- ▣ Job Search Assistance
- ▣ Career Guidance
- ▣ Employment Counseling
- ▣ Vocational Assessment

Trade Adjustment Assistance

TRAINING

- There are 3 types of training available under TAA:
 - On-the-Job Training or
 - Classroom Training
 - Remedial Training*

(* Availability based on individual need. Can be used in addition to OJT or Classroom training.)

ON-THE-JOB TRAINING

- Purpose: To learn new skills at a new company.
- Michigan Works! develops a contract with the new company to train you.
- The company is paid up to 50% of your salary for up to six months.
- Incentive to hire you.
- Must be approved by Michigan Works! before you begin.

CLASSROOM TRAINING

- College or vocational courses, up to 104 weeks.
- Eligibility is determined by Michigan Works!, and must be approved before you enroll.
- Training must be full-time, as defined by the institution (usually 12 credit hours or 3 days per week).
- One training program is allowed per person, per certification.
- Covers tuition, fees, books, supplies and equipment.
- Training funded by other programs can be approved.

REMEDIAL TRAINING

- Available for up to 26 additional weeks.
- Does not count against OJT or Classroom training eligibility.
- Examples
 - Basic math
 - Basic reading
 - Basic writing
 - GED
 - ESL
 - Basic computer skills

TRAINING APPROVAL CRITERIA

- No suitable work is available.
- Training must make you more employable.
- Reasonable expectation of employment upon completion of training.
- Training has to be reasonably accessible.
- You must be qualified for the training.
- Training has to be available at a reasonable cost.

WAIVER FROM THE TRAINING REQUIREMENT

- In order to receive TRA payments, you must be in approved training by 8 weeks from certification or 16 weeks from your separation date OR you must be issued a waiver.
- Waivers are issued by Michigan Works!.
- Waivers MUST be reviewed every 30 days by Michigan Works! in order for the waiver (and Basic TRA payments) to continue.
- Review requirement applies to the period of time you are collecting regular unemployment AND Basic TRA.

JOB SEARCH ALLOWANCES

Assists workers secure suitable employment outside of their normal commuting area.

- May be granted when suitable work is not available within 50 miles of your residence.
- You must have a scheduled interview with an employer in the U.S.
- You must apply at Michigan Works! before you go to the interview.
- Time limits: 365 days from layoff or certification date.
- Reimbursement of 90% of allowable costs, up to \$1,250.
- Michigan Works! determines eligibility and makes payments.

RELOCATION ALLOWANCES

Enables you and your family to relocate within the U.S. for suitable employment.

- You must have a valid offer of suitable employment that is more than 50 miles from home.
- You must apply at Michigan Works! before you move.
- Time limits: 425 days from layoff or certification date.
- Reimbursement of 90% of reasonable and necessary expenses incurred in transporting you, your family, and your household items.
- Additional lump sum benefit of up to \$1,250 in addition to reimbursement of necessary expenses.
- Michigan Works! determines eligibility and makes payments.

ALTERNATIVE TRADE ADJUSTMENT ASSISTANCE

Allows TAA eligible individuals for whom training may not be appropriate and who become reemployed within 26 weeks of their layoff to receive a wage subsidy to help bridge the salary gap between their old wage and their new wage.

ATAA CONTINUED

- Benefit - You will receive half the difference between your old wage and new wage.
- You must be at least 50 years old at time of reemployment to qualify.
- You must obtain employment by the last day of the 26th week after your layoff.
- New job must pay less than old job and less than \$50,000 per year (not counting overtime).
- Eligibility: 2 years from date new job begins or when you have received \$10,000 in payment.
- You remain eligible for the HCTC while receiving ATAA payments.
- Once a ATAA payment is issued, you forfeit your eligibility for training, job search, relocation, and TRA benefits, and if you enroll in training, you forfeit your eligibility for ATAA.

HEALTH COVERAGE TAX CREDIT (HCTC)

The HCTC covers 65% of the premium amount paid by eligible individuals for qualified health insurance coverage

Available each month you are TRA or ATAA eligible.

Qualified insurance coverage includes:

- COBRA.
A spouse's group plan for which his/her employer pays less than 50% of the cost.
- A non-group health insurance plan that began at least 30 days prior to layoff.
- A State-qualified health plan through Blue Cross & Blue Shield of Michigan (BCBSM).

HEALTH COVERAGE TAX CREDIT (HCTC)

HCTC Customer Contact Center (IRS):
(866) 628-4282

State Qualified Health Plan (BCBSM) Information:
(800) 848-5101

State of Michigan HCTC Assistance:
Tammy Flynn
flynnt@michigan.gov
(517) 241-9559

Trade Adjustment Assistance

TRADE READJUSTMENT ALLOWANCES (TRA)

Basic TRA for the first 26 weeks:

- Usually paid at the same rate as UI,
- Paid after UI is exhausted;
- Must be in a Michigan Works! approved training program or be waived from training requirement to qualify

Additional TRA for up to 52 weeks:

- Must be in Michigan Works! approved training by the Monday following exhaustion of Basic TRA to qualify.

Remedial TRA for up to 26 weeks:

- Payable if all UI and other TRA exhausted, and worker is still in training;
- One week of remedial TRA for each week of remedial classes received.

UNEMPLOYMENT & TRA (EXAMPLE ONLY)

26 weeks	26 weeks (52 - Reg. UI)	Up to 52 weeks
Regular Unemployment	Basic TRA (must be in training OR have a waiver from training)	Additional TRA (must be in training by the Monday after Basic TRA ends)
	Up to 26 weeks	
	Remedial TRA (must have received remedial training)	

TRADE READJUSTMENT ALLOWANCES

Questions on TRA:

(866) 241-0152

Where to Send Forms:

TRA/Special Programs Unit
P.O. Box 11080
Detroit, MI 48211-0080

Fax: (313) 456-3694