Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Saturday, March 26, 2011 12:01 PM
To: Bill Franks
Subject: FW: What do You Think?

From: do-not-reply@causesmail.com [mailto:do-not-reply@causesmail.com] **On Behalf Of** Vote No on Walker's Budget Bill
Sent: Saturday, March 26, 2011 8:49 AM
To: Franks, William - DWD
Subject: What do You Think?

causes

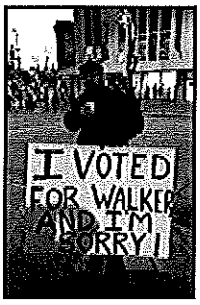
Bulletin from the cause: **Vote No on Walker's Budget Bill**
Go to Cause

Posted By: Josh Beck
To: Members in Vote No on Walker's Budget Bill

What do You Think?

Now that Walker pushed the LRB to publish the bill, did he push through the death of the bill?

Call to Action



Link: Scott Walker Kills His Wisconsin Union Busting Bill By Publishing It

View Link

You are receiving this email because you are a member of the cause Vote No on Walker's Budget Bill.
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Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Friday, March 25, 2011 12:54 PM
To: Ahmad, Hafeezah - DWD
Subject: RE: FW: Ron Danowski's Father Passed Away

Yup - 5381 County Road Tt, Marshall, WI 53559-9263. BF.

From: Ahmad, Hafeezah - DWD
Sent: Friday, March 25, 2011 12:04 PM
To: Franks, William - DWD
Subject: FW: FW: Ron Danowski's Father Passed Away

Do you have a address for Ron???

From: Freida.Webb@milwcnty.com [mailto:Freida.Webb@milwcnty.com]
Sent: Thursday, March 24, 2011 2:19 PM
To: Ahmad, Hafeezah - DWD
Subject: Re: FW: Ron Danowski's Father Passed Away

HA

Can you get an address so STC can send a card?

Thanks
FFW

From: "Ahmad, Hafeezah - DWD" <Hafeezah.Ahmad@dwd.wisconsin.gov>
To: "fwebb@milwcnty.com" <fwebb@milwcnty.com>
Date: 03/24/2011 02:12 PM
Subject: FW: Ron Danowski's Father Passed Away

FYI

From: Trimble, Julie - DWD
Sent: Thursday, March 24, 2011 11:59 AM
To: DWD DL DET ALL
Subject: Ron Danowski's Father Passed Away

Our former DET Division Administrator, Ron Danowski's father passed away recently. If you would like to sign a card and/or contribute towards a memorial, there will be a card and envelope at Julie Trimble's desk. For people not in
GEF 1, you may let me know if you would like me to sign the card for you or if you would like to send your own card, you may send it to me and I will make sure it gets to Ron and his family.

Thank you

Obituary
http://www.vcnewsreview.com/index.php?option=com_content&view=article&id=3119:harry-doc-danowski&catid=61:obituaries&Itemid=131

Julie Trimble
DET/ Bureau of Program Management
and Special Populations
201 E. Washington Ave., Rm. G100
Madison, WI 53702
Telephone: 608-261-4418
Fax: 608-261-6968
julie.trimble@dwd.wisconsin.gov

Check out the new **JobCenterOfWisconsin.com**

****
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Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Friday, March 25, 2011 9:30 AM
To: Duffin, Jamie - DWD; Lopez, Juan Jose - DWD; Haapakoski, Dana - DWD
Subject: RE: Methods of Administration (MOA)
Attachments: R. Ocampo 032511.doc

Looks good to me. BF.

From: Duffin, Jamie - DWD
Sent: Friday, March 25, 2011 9:26 AM
To: Lopez, Juan Jose - DWD
Cc: Franks, William - DWD
Subject: RE: Methods of Administration (MOA)

Please review the final draft before I send this to Rosemary for Allison's signature. Thanks!!

Jamie Duffin
Foreign Labor Certification Coordinator
WI Department of Workforce Development
Division of Employment & Training
Bureau of Program Management & Special Populations
608.266.7426

Check out the new www.JobCenterOfWisconsin.com



Please consider the environment before printing my e-mail

From: Lopez, Juan Jose - DWD
Sent: Thursday, March 24, 2011 4:39 PM
To: Pawasarat, Jane - DWD
Subject: RE: Methods of Administration (MOA)

Thank you. I will follow-up with her.

Juan José López
Bureau Director
Department of Workforce Development
Division of Employment & Training
608.266.0002
608.261.8506 Fax
JuanJose.Lopez@dwd.wisconsin.gov
Wisconsin is Open for Business!

From: Pawasarat, Jane - DWD
Sent: Thursday, March 24, 2011 4:38 PM
To: Lopez, Juan Jose - DWD

Subject: RE: Methods of Administration (MOA)

Allison should sign as she has been delegated this authority too.

From: Lopez, Juan Jose - DWD
Sent: Thursday, March 24, 2011 1:14 PM
To: Pawasarat, Jane - DWD
Subject: Methods of Administration (MOA)

Jane,

The following is a **draft of a letter** to Roger Ocampo of the Civil Rights Center confirming that DWD will submit the Workforce Investment Act Equal Opportunity Methods of Administration Narrative and Program Documentation to the Department of Labor Civil rights Center on April 11, 2011. The Department's previous secretary delegated the signatory responsibility for such documents to the Administrator of ASD. Please advise as to whether Secretary Perez will continue with this practice, or if he will sign this and other communications with the Department of Labor himself.

Thank you.

Juan José López
Bureau Director
Department of Workforce Development
Division of Employment & Training
608.266.0002
608.261.8506 Fax
JuanJose.Lopez@dwd.wisconsin.gov
Wisconsin is Open for Business!

Department of Workforce Development
Employment and Training Division
Bureau of Program Management and Special Populations
P.O.Box 7972
Madison, WI 53707-7972
Telephone: (608) 266-0327
Fax: (608) 261-6968
Email: DWDDET@dwd.wisconsin.gov

State of Wisconsin
Department of Workforce Development
Scott Walker, Governor
Manny Perez, Secretary
Jane Pawasarat, Division Administrator

March 25, 2011

Roger Ocampo
Chief, Office of Compliance Assistance and Planning
Civil Rights Center
U.S. Department of Labor
200 Constitution Ave. NW Rm. N4123
Washington, DC 20210

Dear Mr. Ocampo:

This letter confirms the discussion and e-mail we transmitted to you on March 11, 2011. The Workforce Investment Act (WIA) Equal Opportunity Methods of Administration (MOA) Narrative and Program Documentation for Wisconsin will be transmitted by April 11, 2011.

You indicated that you would be transmitting a letter to us, indicating what our status is. The folks who need to be included in this transmittal are Juan Jose Lopez, Director of the Bureau of Program Management and Special Populations, our Division is the Division of Employment and Training and our Administrator is Jane Pawasarat. The Secretary of our Department is Manuel "Manny" Perez.

Our mailing address is:

DWD
201 East Washington Avenue,
Room G-100
P.O. Box 7972
Madison WI 53707

Please contact Bill Franks, my designated contact person, at 608.266.6889 if there are any questions regarding this submission.

Sincerely,

Allison Rozek
Administrator, DWD Administrative Services Division

cc: Howard Bernstein, DWD General Counsel
Jane Pawasarat, DET Division Administrator
Andrea Reid, UI, Director, Bureau of Tax & Accounting
Benjamin Peirce, UI, Central Benefits Manager
Juan José López, DET Director, Bureau of Program Management & Special Populations
Brian Solomon, DET, Director, Job Service Bureau
Gary Denis, DET Director, Bureau Workforce Programs
Bill Franks, DET Equal Opportunity Officer

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Thursday, March 24, 2011 8:49 PM
To: 'Sean Heiser'
Subject: RE: DHS

Understood.BF.

-----Original Message-----
From: Sean Heiser [mailto:sheiser@wseu-24.org]
Sent: Thursday, March 24, 2011 2:21 PM
To: Franks, William - DWD
Subject: RE: DHS

I have an official Union opinion that I will share with the Director of DHS. I won't share or pass on your information.

Thanks for your input,

Sean

-----Original Message-----
From: Franks, William - DWD [mailto:William.Franks@dwd.wisconsin.gov]
Sent: Wednesday, March 23, 2011 8:04 AM
To: Sean Heiser
Subject: RE: DHS

You tell me - I don't see a connection, but the Administration is engaging their employees in listening sessions. Frankly, (and I don't care if the e-mail cops bust me) I'm boycotting these sessions - they seem to serve the purpose of soothing the savage beast (us) while more snake oil, doom and gloom is manufactured. This is of course an editorial comment and should be labeled as such. It is definitely not an official Union position. BF.

-----Original Message-----
From: Sean Heiser [mailto:sheiser@wseu-24.org]
Sent: Tuesday, March 22, 2011 6:11 PM
Subject: DHS

What does any of this have to do with the running of DHS?

-----Original Message-----
From: Ken Hug [mailto:huggy@mwt.net]
Sent: Friday, March 18, 2011 9:17 AM
To: Marty Beil; Mel Elgersma
Subject: Fw: dhs

Please read this from the DHS secretary, he sends out a monthly postcard as
he calls it. Is everyone connected with Walker arrogant?
----- Original Message -----
From: "Hug, Kenneth - DHS" <Kenneth.Hug@dhs.wisconsin.gov>
To: <huggy@mwt.net>
Sent: Thursday, March 17, 2011 9:26 PM
Subject: dhs

> Many thanks to everyone who has contributed ideas to us over the past
> couple of weeks. We had a great turnout for our first listening session
> here at DHS and we have received a number of emails with recommendations.
> Each one is appreciated. We hit the road next week and are headed for
> Green Bay.
>
> In addition to the "town halls," we continue to meet with members,
> counties, providers, coalitions, and advocacy groups. We are having candid
> discussions about SeniorCare, FamilyCare, BadgerCare, you name it. I have
> always said health care is so interesting because you learn something new
> everyday.
>
> Former U.S. Senator Alan Simpson (Wyoming) has an interview in the latest
> Capitol Ideas, the Council of State Governments publication. Don't miss
> it. He served as co-chair of the bipartisan National Commission on Fiscal
> Responsibility and Reform, better known as the Debt Commission. He was

> asked, "what do state leaders need to know about what they need to be
> doing?" His response: "They need to know the great milk cow in the sky has
> dropped dead and that it's over. If they're waiting for the next injection
> of some kind of funding from the feds to get the states propped up, they
> probably saw the last one go by with the last compromise, which added
> almost 1 trillion bucks to the deficit without any reduction in spending."
>
> Dennis
> DHS Secretary
>
> * * * * * * * * *
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>

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Thursday, March 24, 2011 4:19 PM
To: Moss, Earnestine - DCF
Subject: FW: Census

From: Duran, David - DHS
Sent: Thursday, March 24, 2011 3:00 PM
To: Franks, William - DWD
Subject: Census

http://www.doa.state.wi.us/dir/wisconsin/index.html

David Durán
Civil Rights Compliance Officer
Department of Health Services
Office of Affirmative Action and Civil Rights Compliance
1 W. Wilson Street, Room 561
P.O. Box 7850
Madison, WI 53707-7850
(608)-266-9372 (voice)
(608)-267-2147 (fax)
(888)-7011251 (TTY)
Email: David.Duran@wisconsin.gov

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Beginning September 15, 2010, e-mails sent by the DHS will be encrypted when the e-mail or attachments include personal health details or other protected information. For information about how to view encrypted e-mails, go to http://www.dhs.wisconsin.gov/aboutdhs/DES/email-encryption.pdf

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Thursday, March 24, 2011 3:33 PM
To: 'Franks, Barbara N.'; 'chiefsteward@hotmail.com'; Jim & Judith Franks
Subject: RE: The court of appeals certified the open meetings case to the supremes

http://host.madison.com/wsj/news/local/govt-and-politics/article_310f71f6-5647-11e0-a155-001cc4c03286.html

Guess who was on the 3 Judge Court of Appeal Panel? BF.

From: Franks, Barbara N. [mailto:Barbara.Franks@da.wi.gov]
Sent: Thursday, March 24, 2011 1:21 PM
To: Franks, William - DWD
Subject: FW: The court of appeals certified the open meetings case to the supremes

---

From: Weber, Greg M. [mailto:webergm@DOJ.STATE.WI.US]
Sent: Thursday, March 24, 2011 1:17 PM
To: *DA ALL PROSECUTORS; *DOJ - Criminal Law Attys
Subject: The court of appeals certified the open meetings case to the supremes

From the court's docket entries:

OCCD	CA	03-24-2011	Opinion/Decision

Judge Panel: Lundsten, Higginbotham, Blanchard
Opinion: Certification
Decision: Certification Filed Pages: 8
Order Text: We certify the following questions: (1) whether striking down a legislative actals available remedy for a violation of the Open Meetings Law by the legislature or a subunit th a court has the authority to enjoin the secretary of states publication of an act before it becc appropriate to certify to the Supreme Court appeals raising issues which that court might ot on a petition for review, in order to reduce the burden and expense of the appellate process judicial system. See Wisconsin Public Serv. Corp. v. Public Service Commn of Wis., 176 W N.W.2d 36, 37 n.1 (1993) (Abrahamson, J., concurring). Because this appeal presents sign that the Supreme Court is the proper forum for it.

--G.

Gregory M. Weber
Assistant Attorney General
Director, Criminal Appeals Unit
Wisconsin Department of Justice

T: 608.266.3935
F: 608.266.9594
E: webergm@doj.state.wi.us

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Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Thursday, March 24, 2011 3:06 PM
To: Gormican, Carolyn - DWD; Lopez, Juan Jose - DWD
Cc: Duffin, Jamie - DWD; Haapakoski, Dana - DWD; Cruz, Evelyn - DWD
Subject: RE: LEP

Attachments: Limited English Proficiency Planbf - June 200814 - Revisions 032411.doc



Limited English Proficiency Pl...

See my revisions as we had reviewed and discussed them. BF.

Bernstein, Howard I - DWD

From: Franks, William - DWD

Sent: Thursday, March 24, 2011 1:25 PM

To: Lopez, Juan Jose - DWD; Duffin, Jamie - DWD; Calhoun, Jody - DCF; McCabe, Fred - DWD; thawks@hqeplaw.com; ellett@aft-wisconsin.org; Doug Swanson; Georg, Gregory R - DOR; Verberkmoes, John - DCF

Subject: FW: The court of appeals certified the open meetings case to the supremes

FYI. BF.

From: Franks, Barbara N. [mailto:Barbara.Franks@da.wi.gov]
Sent: Thursday, March 24, 2011 1:21 PM
To: Franks, William - DWD
Subject: FW: The court of appeals certified the open meetings case to the supremes

---

From: Weber, Greg M. [mailto:webergm@DOJ.STATE.WI.US]
Sent: Thursday, March 24, 2011 1:17 PM
To: *DA ALL PROSECUTORS; *DOJ - Criminal Law Attys
Subject: The court of appeals certified the open meetings case to the supremes

From the court's docket entries:

OCCD CA 03-24-2011 Opinion/Decision

Judge Panel: Lundsten, Higginbotham, Blanchard
Opinion: Certification
Decision: Certification Filed Pages: 8
Order Text: We certify the following questions: (1) whether striking down a legislative actalso know available remedy for a violation of the Open Meetings Law by the legislature or a subunit thereof; a court has the authority to enjoin the secretary of states publication of an act before it becomes la appropriate to certify to the Supreme Court appeals raising issues which that court might otherwis on a petition for review, in order to reduce the burden and expense of the appellate process on bo judicial system. See Wisconsin Public Serv. Corp. v. Public Service Commn of Wis., 176 Wis. 2d 9 N.W.2d 36, 37 n.1 (1993) (Abrahamson, J., concurring). Because this appeal presents significant i that the Supreme Court is the proper forum for it.

--G.

Gregory M. Weber
Assistant Attorney General
Director, Criminal Appeals Unit
Wisconsin Department of Justice

T: 608.266.3935
F: 608.266.9594
E: webergm@doj.state.wi.us

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Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Thursday, March 24, 2011 8:26 AM
To: Uhler, JD - DOT; McCabe, Fred - DWD; ellett@aft-wisconsin.org; Verberkmoes, John - DCF; Georg, Gregory R - DOR; Jill Hynum (WPEC Staff)
Subject: RE: Reinstatement rules

JD - You have 5 years to reinstate after a voluntary resignation. BF.

From: Uhler, JD - DOT
Sent: Thursday, March 24, 2011 8:24 AM
To: Franks, William - DWD
Subject: Reinstatement rules

Hey Bill,

We have staff that are leaving the state for private sector jobs. They are willing to come back to the state if things get better. What are the reinstatement rules? One union member has only been a public employee for 14 months, he passed probation, but wants to know what the time limits are. I tried looking at the contract and at the statutes, but I only saw reinstatement for things like military leave or running for office.

Thanks

JD

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Wednesday, March 23, 2011 5:45 PM
To: Smith, Russell A - DWD; Bakken, Tracey - DWD
Subject: RE: Tellurian hearing

Russ - set up a meeting with John Conway, you and me. Include a supervisor if you see fit. I believe this can be negotiated. We need to brief John - chronological bullet points - and get this done. If we begin with the end in mind, this is extremely soluble. If my presence is a problem, let me know. I don't have an ego when it comes to favorable outcomes. I'm extremely busy, but can spare you time if you need me. Find out who your Union is (probably WSEU Local 2748) if you were to obtain a position with ERD. Just give me the classification title. Let me know how you want to roll. BF.

From: Smith, Russell A - DWD
Sent: Wednesday, March 23, 2011 3:56 PM
To: Franks, William - DWD
Subject: FW: Tellurian hearing

Hey Bill

This is part of a email I got today.

Ok first they say ok, now they say they don't know. Upstairs lost my LTE cert then they found it. I cannot get an answer when my last day here is. No one is talking to Lynn. All this for a LTE job? I am in a bind because of my Federal help in my housing because I am past the deadline to be certified believing this line so now I am really at a lost. Who do I speak to about this?

If you have any suggestions get back to me I just hit em hard then cause I cannot get a straight answer on anything. Should I talk to Linda again? Always something. This is straight out harassment I think. I am not using DVR funds anymore. Last 2 weeks LTE money from ERD to work.

Russell A. Smith
Operations Program Associate
Wisconsin Department of Workforce Development

Construction Wage Standards Section
Labor Standards Bureau
Equal Rights Division
Wisconsin Department of Workforce Development
201 East Washington Ave., Rm. A300
Madison, WI 53703

Tel: 608-267-9331
Fax: 608-267-0310

Email: russell.smith@dwd.wisconsin.gov
Wisconsin is Open for Business!

From: Hendrickson, Lynn K - DWD
Sent: Wednesday, March 23, 2011 3:27 PM
To: Smith, Russell A - DWD
Subject: RE: Tellurian hearing

Hi. Sure if you are still here and I hate to say that. I was talking to Mamie Detert in BITS and she suggested that you contact Smart Solutions which is where BITS get there contractors from.

They seem to stay for many many years. You better try all options now. lynn

---

From: Smith, Russell A - DWD
Sent: Wednesday, March 23, 2011 3:22 PM
To: Hendrickson, Lynn K - DWD
Subject: FW: Tellurian hearing

Lynn

Let me know if this is ok to attend with Judge Brown.

Russ

From: Brown, John - DWD
Sent: Wednesday, March 23, 2011 3:10 PM
To: Smith, Russell A - DWD
Subject: Tellurian hearing

Russ--

Day 2 of that case involving Tellurian will be on Friday, May 6th, beginning at 9 a.m. again. Let me know if you want to come along!

John

ALJ
Equal Rights Division
Dept of Workforce Development
(608) 266-6976
john.brown@dwd.wisconsin.gov

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Wednesday, March 23, 2011 2:39 PM
To: 'chiefsteward@hotmail.com'; 'bnfranks@chorus.net'; brian.jodycalhoun@yahoo.com
Subject: FW: Law School Forum on Organized Labor
Attachments: Labor Forum.pdf

FYI. BF.

From: schoolforworkers [mailto:schoolforworkers@uwex.edu]
Sent: Wednesday, March 23, 2011 1:51 PM
To: schoolforworkers
Subject: Law School Forum on Organized Labor

This forum is open to the public and all community members are encouraged to attend.

UNIVERSITY OF WISCONSIN LAW SCHOOL FORUM
"The Role of Organized Labor in a Democracy"

When: Wednesday, March 30, 6-8 p.m.
Where: UW Law School, Room 2260

See attached agenda for more details. Please add this to your **Facebook** sites and otherwise spread the word. Thank you.

Carol Graham
School for Workers, UW-Extension
610 Langdon St, Rm 422
Madison WI 53703
Tel: 608-262-4496
Main Office: 608-262-2112
Fax: 608-265-2391
http://schoolforworkers.uwex.edu

University of Wisconsin Law School Forum

"The Role of Organized Labor in a Democracy"

When: Wednesday, March 30, 2011 from 6-8 pm

Where: UW Law School, Room 2260

Agenda:

Overview and Introductions – Heinz Klug, UW Law School, Moderator (10 min)

Economics and Quality Jobs, Laura Dresser, UW Center on Wisconsin Strategies (10 min)

Budget Impact on Working Families, Vicky Selkowe (10 min)

Public Pensions – A solution to public deficits?, Paul Secunda, Marquette University Law School (10 min)

Moderated Q&A (15 min)

Panel Introductions (5 min)

Public Sector Collective Bargaining – Practitioners' Panel

- Union Perspective, Rich Saks, Hawks Quindel SC (10 min)
- Employer Perspective, Shana Lewis, Lathrop and Clark LLP (10 min)
- Neutral Perspective, Howard Bellman, Mediator and Arbitrator (10 min)

Worker Rights as Human Rights: International and constitutional perspectives, Jonathan Rosenblum (10 min)

Moderated Q&A (20 min)

Adjourn

This forum is open to the public and all community members are encouraged to attend.

Barbara L.
TOLES

STATE REPRESENTATIVE
17TH ASSEMBLY DISTRICT

For Immediate Release:
March 22, 2011

Contact: Rep. Barbara Toles
608-266-5580

Walker's Action Encourages Discrimination in the Construction Industry

State Representative Barbara Toles (D-Milwaukee) issued the following statement regarding Governor Walker's suspension of Executive Order #108:

"I am deeply disturbed by Governor Walker's Executive Order #18, which suspends Executive Order #108--the requirement that employers who are awarded State construction contracts participate in Wisconsin's Apprenticeship Program. The State's Apprenticeship Program is practically the only path to employment in the construction trades for minorities and women. Again, with a single stroke of his pen, Governor Walker has set our State back decades by eliminating the only "tool" we have to provide training and support to those starting out in the construction trades.

Governor Walker trumpeted his victory over Wisconsin's hard-working apprentices on the Department of Workforce Development website, where it notifies contractors that they 'are no longer subject to the apprentice utilization requirements' and 'in all cases, no further compliance investigations or determinations, including those that are pending, will be made by the Bureau of Apprenticeship Standards.' This is a victory for Walker's campaign supporters and a crushing defeat for the thousands of minorities and women who have long been excluded from the family-sustaining jobs found in the construction trades.

Governor Walker's decision is particularly shocking in light of a recent audit of the State's Apprenticeship Program conducted by the non-partisan Legislative Audit Bureau (LAB). Released in September 2010, LAB's report, "An Evaluation: Minorities and Women in Construction Trade Apprenticeships," found that: many eligible minorities and women are unable to find apprenticeships; the Department of Workforce Development was not doing *enough* to require contractors to hire apprentices on state projects; and that *more* needed to be done to remedy the significant under-representation of minorities and women in both the apprenticeship program, and correspondingly, in the construction trades themselves. Suspending Executive Order #108 does the opposite. It leaves those seeking apprenticeships statewide with little hope of obtaining the training needed to secure employment in the construction trades, and further delays the development of a skilled workforce that will be essential to Wisconsin's economic recovery.

STATE CAPITOL, P.O. BOX 8953 ◆ MADISON, WI 53708 ◆ (608) 266-5580 ◆ Toll Free: (888) 534-0017
FAX: (608) 282-3617 ◆ LEGISLATIVE HOTLINE: 1-800-362-9472 ◆ E-MAIL: rep.toles@legis.wi.gov

Barbara L.
TOLES

STATE REPRESENTATIVE
17TH ASSEMBLY DISTRICT

Governor Walker's disregard for these injustices would be inexplicable if not for a recent quote in the Daily Reporter by a lobbyist for the Associated Builders and Contractors of Wisconsin (ABCWI). On January 4, 2011, one day after the Governor's inauguration, John Mielke, vice president of ABCWI, said "the first thing I'd like the governor to do is rescind Executive Order 108." A lobbyist speaks, and two months later his wish is granted. This is, unfortunately, indicative of the new brand of responsive government ushered in by the Walker Administration.

My response to construction contractors who feel that the rules put in place to prevent discrimination against minorities and women are too onerous would be simple: find a business model that does not depend on being awarded state contracts. Women and minorities make up more than 50% of the citizens of this state, and at the very least deserve an equal opportunity to the jobs that are paid for with their tax dollars.

It is a sad day when the Governor of Wisconsin thinks that the price of discouraging discrimination among employers seeking government contracts is something we cannot afford. The Wisconsin I know and love can always afford to do what is right, and it is my hope that with greater attention to this important issue, Executive Order #108 will be reinstated, and move us a step closer towards our common goal of putting *all* Wisconsinites to work."

###

STATE CAPITOL, P.O. BOX 8953 ◆ MADISON, WI 53708 ◆ (608) 266-5580 ◆ Toll Free: (888) 534-0017
FAX: (608) 282-3617 ◆ LEGISLATIVE HOTLINE: 1-800-362-9472 ◆ E-MAIL: rep.toles@legis.wi.gov

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Tuesday, March 22, 2011 5:30 PM
To: Wellington, Kathy - DWD
Subject: RE:

Problem is - once this surfaces again, the folks at the top here, will give less than a damn about it - hell if they can't follow the plain simple law, what bother does LAB and a Democrat produce? BF.

-----Original Message-----
From: Wellington, Kathy - DWD
Sent: Tuesday, March 22, 2011 4:15 PM
To: Franks, William - DWD
Subject: RE:

Oh yeah, I'm interested. Did you read the passion in that news release?! It's beautifully written and I love it! Unfortunately, nobody seems to be listening.

Thanks for the forward, it's much appreciated.

-ksw

Kathy Wellington
Program and Planning Analyst
Bureau of Apprenticeship Standards
201 East Washington Ave., Room E100
Madison, WI 53703
Phone: 608-266-3135
Fax: 608-266-0766

-----Original Message-----
From: Franks, William - DWD
Sent: Tuesday, March 22, 2011 4:10 PM
To: Wellington, Kathy - DWD; Harrington, Mary - DWD
Subject: FW:

Mary thought you'd be interested in this. BF.

-----Original Message-----
From: Lopez, Juan Jose - DWD
Sent: Tuesday, March 22, 2011 3:47 PM
To: Franks, William - DWD
Subject:

http://wispolitics.com/1006/110322_Toles_PR.pdf

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Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Tuesday, March 22, 2011 10:32 AM
To: Gormican, Carolyn - DWD; Lopez, Juan Jose - DWD; Duffin, Jamie - DWD; Haapakoski, Dana - DWD; Cruz, Evelyn - DWD
Cc: Malm, Nadine L - DWD
Subject: RE: LEP

Attachments: Limited English Proficiency Plan - Draft March 2011.doc



Limited English Proficiency Pl...

A few more revisions for the draft. BF.

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Tuesday, March 22, 2011 10:32 AM
To: Gormican, Carolyn - DWD; Lopez, Juan Jose - DWD; Duffin, Jamie - DWD; Haapakoski, Dana - DWD; Cruz, Evelyn - DWD
Cc: Malm, Nadine L - DWD
Subject: RE: LEP

Attachments: Limited English Proficiency Plan - Draft March 2011.doc



Limited English Proficiency Pl...

A few more revisions for the draft. BF.

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Monday, March 21, 2011 3:42 PM
To: Lopez, Juan Jose - DWD
Cc: Duffin, Jamie - DWD; Haapakoski, Dana - DWD
Subject: FW: STATE WIA PLAN Development

Attachments: State Plan Elements Notation for Staff.doc

FYI. BF.

From: Budde, Kristy - DWD **On Behalf Of** Denis, Gary J - DWD
Sent: Wednesday, March 16, 2011 11:07 AM
To: Rozek, Allison J - DWD; Roberts, Edward S - DWD (Steve); Phillips, Amelia - DWD; Gormican, Carolyn - DWD; Mentink, Gesina M - DWD; Kluge, Gerald - DWD; Zillmer, William A - DWD; Crary, Cathy - DWD; Grant, Ken G - DWD; Wurl, Mark W - DWD; Berge, Sharon - DWD; Preysz, Linda - DWD; Cruz, Evelyn - DWD; Black-Radloff, Rita - DWD; O'Brien, Pamela - DWD; Palzkill, Bruce R - DWD; Nekola, Annette - DWD; Morgan, Karen P - DWD; Grundvig, A Nelse - DWD; Eilks, Nancy J - DWD; Atkinson, Rita - DWD; Olsen, Glenn; Fromader, Scott - DWD; Franks, William - DWD; Loerke, Theresa - DWD; Pfeil, Karen - DWD
Cc: Pawasarat, Jane - DWD; Denis, Gary J - DWD; Tranchita, JoAnn M - DWD
Subject: STATE WIA PLAN Development

Division Administrator Jane Pawasarat has directed us to step-off a new Workforce Investment Act State Plan pending overarching workforce priorities and guidance from the DWD Secretary and Governor. In the interim, the Governor has submitted a request to the U.S. Department of Labor for continuation of the current WIA Plan. The requested timeline for submittal of a new Plan is June 30, 2011.

Attached is a list of your assignments for each of the required Plan elements. I expect you to answer all of the questions/issues in italics, relating to the WIA-related sections noted, in a substantive and concise manner. Use full paragraphs to explain the issue (not just bullet-points), and only use acronyms after you have initially provided the first spelled-out reference(s). This is a new Plan under a new Administration so previous Plan's language will not be accepted unless specific policies are still in effect, or, activities are current.

Once we receive the Governor's visions/priorities, I may be asking you to edit your sections based on that guidance. Also, we may be convening workgroups on certain topics. I will follow-up with you on that in order to meet the requirements of workforce partner's, (representatives of labor organizations, businesses, chief local elected officials, CWI, etc.) meaningful participation in the development/comment of the State Plan. All assignments are due by April 12, 2011. Please send your drafts to Pamela O'Brien.



State Plan
ments Notation

Gary Denis
Director, Bureau of Workforce Training
Wisconsin Department of Workforce Development
201 E. Washington Ave
Madison, WI 53707-7972
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gary.denis@dwd.wi.gov
Wisconsin is Open for Business!

2011 Workforce Investment Act Required State Plan Elements
Staff Assignments
March 3, 2011

1. Plan Development Process **O'Brien**:
1(a) Involvement of the Governor and State Board and
(b) Description of State Board Collaboration:
2. Plan Development Process: 2 Description of how the State handled public comments

I. Summary Governor's Visions and Goals: Governor/Secretary
II. Governor's Key Workforce Investment Priorities: Governor/Secretary

III. State Governance Structure:
III. A. Organization of State Agencies:
A. 1. Organizational Charts **Budde**
Organizational chart that delineates the relationship to the Governor of the agencies involved in the workforce investment system, including education and economic development and the required and optional One-Stop partner programs managed by each agency. Plus DWD agency chart with Divisions.
A. 2. Interrelationship of Agencies **O'Brien**
III. B. State Workforce Investment Board **O'Brien:**
B. 1. Structure of State Board: Decision Governor/Secretary
B. 2. Organizations and Entities Represented: Decision Governor/Secretary
B. 3. Process Used to Identify Council Members
B. 4. How Membership Effectuates Vision
B. 5. Description of Functionality
B. 6. Public Access to Meetings and Information
B. 7. Conflict of Interest
B. 8. State Resources
III. C. Structure/Process for Collaboration: Governor/Secretary **O'Brien/Palzkill/Nekola/Morgan**
States should describe how collaboration will be supported and sustained between state agencies, particularly between the organizational entities responsible for WIA, WP, UI, Trade Act services and Registered Apprenticeship.

IV. Economic and Labor Market Analysis: **Grundvig:**
A detailed analysis of the State's economy, the labor pool, and the labor market context as a foundation for the plan's strategic investments. This analysis should include current and anticipated impacts on employment by sector, current and projected demographics of the available labor pool including income levels as appropriate, and describe any skills gaps the state faces based on the skills held by current and expected dislocated workers and the skills demanded by industries and occupations expected to grow through economic recovery.
IV. A. Economic Base by Industry
What is the current makeup of the State's economic base by industry?
IV. B. Growth Industries and Occupations
What industries and occupations are projected to grow and/or decline in the short term and over the next decade?
IV. C. In-Demand Industries and Occupations
In what industries and occupations is there a demand for skilled workers and available jobs, both today and projected over the next decade? Estimate projected demand.
IV. D. Employment Critical to State's Economy
What jobs/occupations are most critical to the State's economy?
IV. E. Skill Needs
What are the skill needs for the available, critical and projected jobs?
IV. F. Demographics of Labor Pool
What are the current and projected demographics of the available labor pool (including the incumbent workforce) both now and over the next decade?

IV. G. Labor Pool Migration
Is the State experiencing any "in migration" or "out migration" of workers that impact the labor pool?
IV. H. Skills Gaps of Labor Pool
Based on an analysis of both the projected demand for skills and the available and projected labor pool, what skill gaps is the State experiencing today and what skill gaps are projected over the next decade?
IV. I. Workforce Development Issues
Based on an analysis of the economy and the labor market, what workforce development issues has the State identified?
IV. J. Priorities for Economic Health and Growth
What workforce development issues has the State prioritized as being most critical to its economic health and growth?

V. Overarching State Strategies: Governor/Secretary
V.J. Waivers: Decision Governor/Secretary **O'Brien**

VI. State Policies and Requirements:
Describe major State policies and requirements that have been established to direct and support the development of a statewide workforce investment system not described elsewhere in this Plan as outlined below. (Sec. 112(b)(2)).
VI. A. Common Data Collection and Reporting Processes **Eilks/Atkinson**
What State policies and systems are in place or planned to support common data collection and reporting processes, information management, integrated service delivery, and performance management? (Sec. Sec. 111(d)(2) and 112(b)(8)(B).)
VI. B. Administrative Resources **Eilks**
What State policies are in place that promote efficient use of administrative resources such as requiring more co-location and fewer affiliate sites in local One-Stop systems to eliminate duplicative facility and operational costs or requiring a single administrative structure at the local level to support Local Boards and to be the fiscal agent for WIA funds to avoid duplicative administrative costs that could otherwise be used for service delivery and training? The State may include administrative cost controls, plans, reductions, and targets for reductions if it has established them. (Sec. 111(d)(2) and 112(b)(8)(A).)
VI. C. Universal Access **Olsen**
What State policies are in place to promote universal access and consistency of service statewide? (Sec. 112(b)(2))
Olsen/Palzkill: *The state should explain how it will efficiently and effectively use its Wagner-Peyser Recovery Act funds to support the hiring of sufficient levels of staff in the limited time period available for state One-Stop Career Centers to provide universal access and services required to meet the needs of increased numbers of customers in the economic downturn.*
VI. D. Demand-driven System **O'Brien**
VI. E. Apprenticeship and Job Corps **O'Brien/Morgan/Fromader**
What policies are in place to ensure that the resources available through the Federal and/or State Registered Apprenticeship programs and the Job Corps are fully integrated with the State's One-Stop delivery system? (Sec. 112)(b)(17)(A)(iv).)

VII. One-Stop System: **O'Brien/Denis:**
VII. A. Quality and Competencies
VII. B. Maximum Integration for Business and Individual Customers
VII. C. One-Stop System - Infrastructure Costs
VII. D. Reserve Funds for Statewide Activities: Governor/Secretary
VII. E. Full Array of Services to Support Human Capital Solutions: Governor/Secretary

VIII. Administration and Oversight of Local System
VIII. A. Local Area Designations:
A. 1. Workforce Development Areas and Timeframes **O'Brien**
A. 2. Process of Designation **O'Brien**
A. 3. Appeals Process Updated **Franks**

VIII. B. Criteria for Local Board Membership **Loerke/Pfeil**
Identify the criteria the State has established to be used by the Chief Elected Official(s) in the local areas for the appointment of Local Board members based on the requirements of section 117. (Sec. Sec. 112(b)(6), 117(b).)
VIII. C. Capacity Building of Local Boards **Loerke/Pfeil**
How will the State build the capacity of Local Boards to develop and manage a high performing local workforce investment system? (Sec. Sec. 111(d)(2) and 112(b)(14).)
VIII. D. Local Planning Process: **Loerke/Pfeil:**
Sec. 112(b)(2) and 20 CFR 661.350(a)(13))--Describe the State mandated requirements for local workforce areas' strategic planning, and the assistance the State provides to local areas to facilitate this process, including:
D. 1. Oversight
What oversight of the local planning process is provided, including receipt and review of plans and negotiation of performance agreements?
D. 2. Consistency with Performance Goals and Strategic Direction
How does the Local Plan approval process ensure that Local Plans are consistent with State performance goals and State strategic direction?
Regional Planning (1-3): Decision Governor/Secretary
VIII. E. Allocation Formulae (1-3) **Denis**
E. 4. State Board Involvement in formulae development: Governor/Secretary
VIII. F. Provider Selection Policies **Wurl**:
(Sec. Sec. 112(b)(17)(A)(iii), 122, and 134(d)(2)(F).)
F. 1. Policies, Procedures and Performance
Identify the State policies and procedures, to be applied by local areas, for determining eligibility of local level training providers, how performance information will be used to determine continuing eligibility and the agency responsible for carrying out these activities.
F. 2. Solicitations
Describe how the State solicited recommendations from Local Boards and training providers and interested members of the public, including representatives of business and labor organizations, in the development of these policies and procedures.
F. 3. Maintenance of State Training Provider List
Describe how the State will update and expand the State's eligible training provider list to ensure it has the most current list of providers to meet the training needs of customers.
F. 4. Appeal Process
Describe the procedures the governor has established for providers of training services to appeal a denial of eligibility by the Local Board or the designated State agency, a termination of eligibility or other action by the Board or agency, or a denial of eligibility by a One-Stop operator. Such procedures must include the opportunity for a hearing and time limits to ensure prompt resolution.
F. 5. State Grants and Contracts Processes **Eilks**
Describe the competitive and non-competitive processes that will be used at the State level to award grants and contracts for activities under title I of WIA, including how potential bidders are being made aware of the availability of grants and contracts. (Sec. 112(b)(16).)
F. 6. Local criteria for Youth Activities **Fromader**
Identify the criteria to be used by Local Boards in awarding grants for Youth activities, including criteria that the governor and Local Boards will use to identify effective and ineffective Youth activities and providers of such activities. (Sec. 112(b)(18)(B).)
VIII. G. One-Stop Policies:
G. 1. Coordination of Partners and Wagner-Peyser Funds **Palzkill**
Describe how the services provided by each of the required and optional One-Stop partners will be coordinated and made available through the One-Stop system. (Sec. 112(b)(8)(A).)
G. 2. Improvements and Technical Assistance **Phillips/Loerke/Pfeil**
Describe how the State helps local areas identify areas needing improvement and how technical assistance will be provided.
G. 3. Additional Mandatory Partners by Governor: Decision Governor/Secretary
VIII. H. Oversight/Monitoring Process **Loerke/Pfeil**

Describe the monitoring and oversight criteria and procedures the State utilizes to move the system toward the State's vision and achieve the goals identified above, such as the use of mystery shoppers, performance agreements. (Sec. 112(b)(14).)

VIII. I. Grievance Procedures **Franks**

Attach a copy of the State's grievance procedures for participants and other affected parties (including service providers.) (Sec. Sec. 122(g) and 181(c).)

VIII. J. Policies and Procedures for Effective Local Systems: **Loerke/Pfeil**

Describe the following State policies or procedures that have been developed to facilitate effective local workforce investment systems (Sec. Sec. 112(b)(17)(A) and 112(b)(2)):

J. 1. State Guidelines for Selection of One-Stop Providers by Local Boards **Loerke/Pfeil**

State guidelines for the selection of One-Stop providers by Local Boards.

J. 2. MOU impasse Procedures **Loerke/Pfeil**

Procedures to resolve impasse situations at the local level in developing memoranda of understanding (MOUs) to ensure full participation of all required partners in the One-Stop delivery system.

J. 3. Local Board as Service Provider **Loerke/Pfeil**

Criteria by which the State will determine if Local Boards can run programs in-house.

J. 4. Training Providers Performance Information **Wurl**

Performance information that on-the-job training and customized training providers must provide.

J. 5. Reallocation Policies **Eilks**

J. 6. Transfer Funds Authority **Eilks**

State policies for approving local requests for authority to transfer funds between the Adult and Dislocated Worker funding streams at the local level.

J. 7. Special Needs Populations **Olsen**

Policies related to displaced homemakers, nontraditional training for low-income individuals, older workers, low-income individuals, disabled individuals and others with multiple barriers to employment and training.

J. 8. Sixth Youth Eligibility Criterion: Decision Governor/Secretary **Fromader**

Provide original directive to WDBs. If the State did not delegate this responsibility to Local Boards, provide the State's definition regarding the sixth Youth eligibility criterion at section 101(13)(C)(iv) (``an individual who requires additional assistance to complete an educational program, or to secure and hold employment"). (Sec. Sec. 112(b)(18)(A) and 20 CFR 664.210).)

IX. Service Delivery: Approaches:

Describe the approaches the State will use to provide direction and support to Local Boards and the One-Stop Career Center delivery system on the strategic priorities to guide investments, structure business engagement, and inform service delivery approaches for all customers. (Sec. 112(b)(17)(A)) The state should describe how the Governor is ensuring cross-agency collaboration so that workforce investments are fully tied to other investments.

Activities could include:

Career Pathways/RISE **Preysz**; Sector Strategies **Berge**

IX. A. One-Stop Service Delivery Strategies *(Sec. Sec. 112(b)(2) and 111(d)(2).)*

A. 1. Service Provision by Each Partner **Loerke/Pfeil**

How will the services provided by each of the required and optional One-Stop partners be coordinated and made available through the One-Stop system? (Sec. 112(b)(8)(A).)

A. 2. Youth Formula Programs **Fromader**

How are Youth formula programs funded under Sec. 128(b)(2)(A) integrated in the One-Stop system?

A. 3. Minimum Service Delivery Requirements **O'Brien**

A. 4. Tools and Products **Grundvig/Palzkill/Wurl**

What tools and products has the State developed to support service delivery in all One-Stop Career Centers statewide?

A. 5. Models/Approaches **Palzkill/Loerke/Pfeil**

What models/templates/approaches does the State recommend and/or mandate for service delivery in the One-Stop Career Centers? For example, do all One-Stop Career Centers have a uniform method of organizing their service delivery to business customers? Is there a common individual assessment process utilized in every One-Stop Career Center? Are all One-Stop Career Centers required to have a

resource center that is open to anyone? What approaches will be used to ensure funds are targeted to those most in need, including low-income, public assistance recipients, persons with disabilities, etc.? How will states streamline the sequence of services to facilitate individual access to needed services and training?

IX. B. Workforce Information: **Grundvig:**

A fundamental component of a demand-driven workforce investment system is the integration and application of the best available State and local workforce information including, but not limited to, economic data, labor market information, Census data, private sources of workforce information produced by trade associations and others, educational data, job vacancy surveys, transactional data from job boards, and information obtained directly from businesses. (Sec. Sec. 111(d)(8), 112(b)(1), and 134(d)(2)(E).)

B. 1. Integration at State and Local **O'Brien**

Describe how the State will integrate workforce information into its planning and decision making at the State and local level, including State and Local Boards, One-Stop operations, and case manager guidance.

B. 2. Dissemination of Information **Palzkill/Wurl**

Describe the approach the State will use to disseminate accurate and timely workforce information to businesses, job seekers, and employment counselors, in easy to use formats that are readily accessible within One-Stop Career Centers and at remote locations such as libraries, schools, worksites, and at home.

B. 3. Core Products and Services Plan **Grundvig/Palzkill/Wurl**

Describe how the activities funded through ETA's Workforce Information Grants to the State are aligned with other workforce activities to ensure that the investments in core products and services support the State's overall strategic direction for workforce investment.

B. 4. Information Products and Tools **Wurl/Fromader/Palzkill**

Describe how State workforce information products and tools are coordinated with the national electronic workforce information tools including America's Career Information Network and Career Voyages.

IX. C. Adults and Dislocated Workers:

C. 1. Core Services: Sec. 112(b)(17)(a)(i).)

C. 1. a. Universal Access **Olsen/Nekola**

Describe State strategies and policies to ensure adults and dislocated workers have universal access to the minimum required core services as described in Sec. 134(d)(2).

C. 1. b. Three-tiered Service Delivery for Labor Exchange Services **Palzkill**

Describe how the State will ensure the three-tiered service delivery strategy for labor exchange services for job seekers and employers authorized by the Wagner-Peyser Act includes: (1) Self-service, (2) facilitated self-help service, and (3) staff-assisted service, and is accessible and available to all customers at the local level. Describe how the state will facilitate the listing of jobs on the State Job Bank.

C. 1. c. Integrated Resources **Palzkill/Nekola**

Describe how the State will integrate resources provided under the Wagner-Peyser Act and WIA title I for adults and dislocated workers as well as resources provided by required One-Stop partner programs, to deliver core services. For example, how will the state use these resources to provide significant funding for low-income and low-skilled workers that help them access the services and training needed to pursue family-supporting jobs?

C. 2 Intensive Services- State Strategies: Governor/Secretary **Nekola/Loerke/Pfeil**

(Sec. 112(b)(17)(a)(i).) Describe State strategies and policies to ensure adults and dislocated workers who meet the criteria in Sec. 134(d)(3)(A) receive intensive services as defined.

C. 3. Training Services- State Strategies:

(Sec. 112(b)(17)(A)(i).)

C. 3. a. Governor's Vision for Increasing Training Access/Opportunities: Governor/Secretary

C. 3. b. Individual Training Accounts:

i. Policy Direction **Wurl**

What policy direction has the State provided for ITAs?

ii. Innovative Training Strategies: Governor/Secretary **Berge:** Sector Grants/GROW Regions, Opportunity Grants, Green Jobs Innovation Fund, etc.; **Nekola**: NEG On-the-job Training

Describe innovative training strategies used by the State to fill skills gaps. Include in the discussion the State's efforts to leverage additional resources to maximize the use of ITAs through partnerships with business, education (in particular, community and technical colleges), economic development agencies, and industry associations and how business and industry involvement is used to drive this strategy.

iii. Commitment to Fund High-Growth, High-Demand Occupations: Governor/Secretary **O'Brien**

Discuss the State's plan for committing all or part of WIA title 1 funds to training opportunities in high-growth, high-demand, and economically vital occupations.

iv. Limiting ITAs **Wurl**

Describe the State's policy for limiting ITAs (e.g., dollar amount or duration).

v. Registered Apprenticeship **Morgan/O'Brien**

Describe the State's current or planned use of WIA title I funds for the provision of training through Registered Apprenticeship.

vi. Religious Activities **Wurl**

Identify State policies that permit the use of WIA title I financial assistance to employ or train participants in religious activities when the assistance is provided indirectly, such as through an ITA. (29 CFR 37.6(f); 20 CFR 667.266 and 667.275.)

C. 3. c. Eligible Training Provider List **Wurl**

Eligible Training Provider List. Describe the State's process for providing broad customer access to the statewide list of eligible training providers and their performance information including at every One-Stop Career Center. (Sec. 112(b)(17)(A)(iii).)

C. 3. d. On-the-job Training and Customized Training **O'Brien:**

i. Governor's Vision for Increased Opportunities: Governor/Secretary

ii. Operational and Funding Issues

C. 4. Service to Specific Populations

(Sec. 112(b)(17)(A)(iv).)

C. 4. a. Strategies to Meet Needs **Olsen/Cruz/Palzkill**

Describe the State's strategies to ensure that the full range of employment and training programs and services delivered through the State's One-Stop delivery system are accessible to and will meet the needs of dislocated workers, displaced homemakers, low-income individuals, migrant and seasonal farmworkers, women, minorities, individuals training for non-traditional employment, veterans, public assistance recipients and individuals with multiple barriers to employment (including older individuals, limited English proficiency (LEP) individuals, and people with disabilities). Indicate how the state will use Wagner-Peyser resources to support individuals with disabilities, such as funding disability program navigators in One-Stop Career Centers, or assisting other targeted populations.

C. 4. b. Reemployment Services **Palzkill**

Describe the reemployment services the State provides to unemployment insurance claimants and the Worker Profiling services provided to claimants identified as most likely to exhaust their unemployment insurance benefits in accordance with section 3(c)(3) of the Wagner-Peyser Act.

C. 4. c. Unemployment Insurance Work Test **Palzkill**

Describe how the State administers the unemployment insurance work test and how feedback requirements (under section 7(a)(3)(F) of the Wagner-Peyser Act) for all UI claimants are met. Desribe: the Governor's vision for Reemployment Services (RES), including how they differ from Wagner-Peyser core services; how RES will be coordinated with other services provided at the One-Stop Career Center under WIA; How UI claimants will be identified quickly and RES provided as early as possible following initial receipt of UI benefits or referrals through UI profiling systems; The services that will be provided under RES, including in-depth services such as skill assessment, career guidance, individual service plans, and labor market information; the specific population among UI claimants (e.g., those most likely to exhaust benefits) that the state intends to target; How the state intends to integrate information technology into its RES program to better identify and serve UI claimants, including the percentage of funds that will be used for integrating ES and UI technology requirements to identify and service the needs of UI claimants; and, any labor market information tools that will be integrated into RES.

C. 4. d. Integration and Alignment of Dislocated Worker Services **Nekola/Mentink/Zillmer/Kluge**

Describe the State's strategy for integrating and aligning services to dislocated workers provided through the WIA rapid response, WIA Dislocated Worker, and Trade Adjustment Assistance (TAA) programs. Does the State have a policy supporting co-enrollment for WIA and TAA?

C. 4. e. Collaboration with Industry/Education to Overcome Barriers **Fromader/Crary**
How is the State's workforce investment system working collaboratively with business and industry and the education community to develop strategies to overcome barriers to skill achievement and employment experienced by the populations listed in paragraph (a.) above and to ensure they are being identified as a critical pipeline of workers?
C. 4. f. Full Array of Services to Individuals with Disabilities **Olsen**
Describe how the State will ensure that the full array of One-Stop services is available to individuals with disabilities and that the services are fully accessible.
C. 4. g. Veteran's Services **Grant**
Describe the role Local Veterans' Employment Representative/Disabled Veteran's Outreach Program (LVER/DVOP) staff have in the One-Stop delivery system. How will the State ensure adherence to the legislative requirements for veterans' employment program staff? How will services under this Plan take into consideration the agreement reached between the Secretary and the State regarding veterans' employment programs? (Sec. Sec. 112(b)(7), 112(b)(17)((B), and 322; 38 U.S.C. Chapter 41; and 20 CFR 1001.120).)
C. 4. h. Limited English Proficiency **Olsen/Gormican**
DOL regulations at 29 CFR 37 require all recipients of Federal financial assistance from DOL to provide meaningful access to LEP individuals. Federal financial assistance includes grants, training, equipment usage, donations of surplus property, and other assistance. The regulations also apply to sub-recipients when Federal DOL funds are passed through from one recipient to a sub-recipient. Describe how the State will ensure access to services through the State's One-Stop delivery system by persons with limited English proficiency and how the State will meet the requirements of ETA Training and Employment Guidance Letter (TEGL) 26-02 (May 29, 2003), which provides guidance on methods of complying with the Federal rule.
C. 4. i. Migrant and Seasonal Farm Workers **Cruz**
Describe the State's strategies to enhance and integrate service delivery through the One-Stop delivery system for migrant and seasonal farmworkers and agricultural employers. How will the State ensure that migrant and seasonal farmworkers have equal access to employment opportunities through the State's One-Stop delivery system? Include the number of migrant and seasonal farmworkers the State anticipates reaching annually through outreach to increase their ability to access core, intensive, and training services in the One-Stop Career Center System. Infuse elements of the Agricultural Outreach Plan if the guidelines have been issued. [The full Plan will be merged in 2012 as required]
C. 5. Priority of Service:
C. 5. a. Procedures and Criteria **Loerke/Pfeil**
What procedures and criteria are in place under 20 CFR 663.600 for the governor and appropriate Local Boards to direct One-Stop operators to give priority of service to public assistance recipients and other low-income individuals for intensive and training services if funds allocated to a local area for adult employment and training activities are determined to be limited? (Sec. Sec. 112(b)(17)(A)(iv) and 134(d)(4)(E).)
C. 5. b. Jobs for Veterans Act **Grant**
What policies and strategies does the State have in place to *ensure that, pursuant to the Jobs for Veterans Act (Pub. L. 107-288) (38 U.S.C. 4215), that priority of service is provided to veterans (and certain spouses) who otherwise meet the eligibility requirements for all employment and training programs funded by DOL, in accordance with the provisions of Training and Employment Guidance Letter (TEGL) 5-03 (September 16, 2003)? Describe the changes to policies for the delivery of priority of service by the state, and One-Stop Career Centers for all qualified job training programs delivered through the state's workforce system. Include how the state policies ensure that covered persons are identified at the point of entry and given an opportunity to take full advantage of priority of service; the state policies ensure that covered persons are aware of their entitlement of priority of service, the full array of employment, training, and placement services available under priority of service, and any applicable eligibility requirements for those programs and/or services. A copy of the state's policy.*
IX. D. Rapid Response **Mentink/Zillmer:**
Describe how your State provides Rapid Response services with the funds reserved under section 133(a)(2). (Sec. 112(b)(17)(A)(ii).)

1. Identify the entity responsible for providing Rapid Response services. Describe how Rapid Response activities involve Local Boards and Chief Elected Officials. If Rapid Response activities are shared between the State and local areas, describe the functions of each and how funds are allocated to the local areas.

2. Describe the process involved in carrying out Rapid Response activities.

a. What methods are involved in receiving notice of impending layoffs (include WARN Act notice as well as other sources)?

b. What efforts does the Rapid Response team make to ensure that Rapid Response services are provided, whenever possible, prior to layoff date, onsite at the company, and on company time?

c. What services are included in Rapid Response activities? Does the Rapid Response team provide workshops or other activities in addition to general informational services to affected workers? How do you determine what services will be provided for a particular layoff (including layoffs that may be trade-affected)?

3. How does the State ensure a seamless transition between Rapid Response services and One-Stop activities for affected workers?

4. Describe how Rapid Response functions as a business service. Include whether Rapid Response partners with economic development agencies to connect employees from companies undergoing layoffs to similar companies that are growing and need skilled workers. How does Rapid Response promote the full range of services available to help companies in all stages of the economic cycle, not just those available during layoffs. How does the State promote Rapid Response as a positive, proactive, business-friendly service, rather than only as a reactive service?

5. In what other partnerships does Rapid Response engage to expand the range and quality of services available to companies and affected workers and to develop an effective early layoff warning network?

6. What systems does the Rapid Response team use to track its activities? Does the State have a comprehensive, integrated Management Information System that includes Rapid Response, Trade Act programs, National Emergency Grants, and One-Stop activities?

7. Are Rapid Response funds used for other activities not described above; e.g., the provision of additional assistance to local areas that experience increased workers or unemployed individuals due to dislocation events?

IX. E. Youth: **Fromader/Cruz/Crary/Morgan**

ETA's strategic vision identifies youth most in need--such as youth who are out-of-school youth, at-risk, in foster care or aging out of foster care, offenders, children of incarcerated parents, homeless youth, and migrant and seasonal farmworker youth--as those most in need of service. State programs and services should take a comprehensive approach to serving these youth, including basic skills remediation, helping youth stay in or return to school, employment, internships, help with attaining a high school diploma or GED, post-secondary career and technical education training, Registered Apprenticeship, and enrollment in community and four-year colleges. (Sec. 112(b)(18).)

E. 1. Strategies, Requirements and Coordination

Describe the State's strategy for providing comprehensive, integrated services to eligible youth, including those most in need as described above. Include any State requirements and activities to assist youth who have special needs or barriers to employment, including those who are pregnant, parenting, or have disabilities. Include how the State will coordinate across State agencies responsible for workforce investment, foster care, education, human services, juvenile justice, and other relevant resources as part of the strategy. (Sec. 112(b)(18).)

E. 2. Job Corps **Fromader**

Describe how coordination with Job Corps and other youth programs will occur. (Sec. 112(b)(18)(C).) Describe the state's policy for developing the mix of classroom versus worksite time in a summer employment opportunity. Describe the state's policy for determining that summer employment opportunities are connected to academic and/or occupational learning and the types of connections that will be utilized. Describe any policies or strategies that the state is implementing to ensure that local areas implement activities that support out-of-school youth during summer and/or non-summer months, such as supportive services, needs-based payments, or day-care.

E. 3. Reserve Funds for Statewide activities: Governor/Secretary **Fromader:**

How does the State plan to utilize the funds reserved for statewide activities to support the State's vision for serving youth? Examples of activities that would be appropriate investments of these funds include:

E. 3. a. Utilizing Funds to Promote Cross Agency Collaboration;
E. 3. b. Demonstrating Cross-cutting Models of Service Delivery;
E. 3. c. Developing New Models for Alternative Education Leading to Employment; or
E. 3. d. Demand-Driven Models
Developing demand-driven models with business and industry working collaboratively with the workforce investment system and education partners to develop strategies for bringing these youth successfully into the workforce pipeline with the right skills.
E. 3. e. Program Design **Fromader**
Describe in general how the State will meet the Act's provisions regarding Youth program design. (Sec. Sec. 112(b)(18) and 129(c).)
IX. F. Business Services: Governor/Secretary: **Palzkill/Denis:**
Provide a brief description of the types of services the State offers to businesses, and strategies to improve services to employers, including a description of how the State intends to:
F. 1. Determine Employer Needs
Determine the employer needs in the local areas and on a statewide basis.
F. 2. Integrate Business Services and Wagner-Peyser
Integrate business services, including Wagner-Peyser Act services, to employers through the One-Stop delivery system.
F. 3. Streamline Federal Tax Credit Programs
Streamline administration of Federal tax credit programs within the One-Stop system to maximize employer participation.
IX. G. Innovative Service Delivery Strategies: Governor/Secretary **Black-Radloff:** Healthcare/career pathways; **Roberts:** SAGE; **Phillips:** MSSC
Describe innovative service delivery strategies the State has or is planning to undertake to maximize resources, increase service levels, improve service quality, achieve better integration or meet other key State goals. Include in the description the initiative's general design, anticipated outcomes, partners involved and funds leveraged (e.g., title 1 formula, statewide reserve, employer contributions, education funds, non-WIA State funds).
Fromader/Morgan/Crary: *Include how the state will ensure education and training delivered through the workforce system results in education and workforce skills of demonstrated value, and focus assessments and certification towards the next level of education and employment; Strategicallyuse youth, dislocated worker and adult statewide funds to quickly delivery innovative services; provide targeted work experiences in order to prepared individuals for job opportunities in new industries or occupations, particularly using registered apprenticeship and on-the-job training for al jobseekers, and summer work experience for youth; and, Align workforce activities with education strategies and economic and community development strategies to meet skill needs of jobs and industries important to the local and regional economies and meet the needs of under-skilled adults.*
IX. H. Strategies for Faith-Based and Community Organizations: **Loerke/Pfeil**
Strategies for Faith-based and Community Organizations. Reaching those most in need is a fundamental element of the demand-driven system's goal to increase the pipeline of needed workers while meeting the training and employment needs of those most at risk. Faith-based and community organizations provide unique opportunities for the workforce investment system to access this pool of workers and meet the needs of business and industry. (Sec. 112(b)(17)(i).)
1. Describe those activities to be undertaken to:
a. Increase the opportunities for participation of faith-based and community organizations as committed and active partners in the One-Stop delivery system; and
b. expand the access of faith-based and community organizations' clients and customers to the services offered by the One-Stop Career Centers in the State.
2. Outline those action steps designed to strengthen State collaboration efforts with local workforce investment areas in conducting outreach campaigns to educate faith-based and community organizations about the attributes and objectives of the demand-driven workforce investment system.
3. Indicate how these resources can be strategically and effectively leveraged in the State's workforce investment areas to help meet the objectives of the Workforce Investment Act.

X. State Administration:

X. A. Technology Infrastructure and Management Information System **Atkinson/Wurl**
What technology infrastructure and/or management information systems does the State have in place to support the State and local workforce investment activities such as a One-Stop operating system designed to facilitate case management and service delivery across programs, a State job matching system, web-based self service tools for customers, fiscal management systems, etc.? (Sec. Sec. 111(d)(2), 112(b)(1), and 112(b)(8)(B).)
X. B. Reserve Funds for Statewide Activities Governor/Secretary
X. C. Performance Management and Accountability: **Atkinson/Denis:**
Improved performance and accountability for customer-focused results are central features of WIA. To improve, States need not only reporting systems in place to collect data and track outcomes based on service delivery, but also performance management and accountability systems to analyze the information and modify strategies to improve performance. (See Training and Employment Guidance Letter (TEGL) 17-05, Common Measures Policy for the Employment and Training Administration's (ETA) Performance Accountability System and Related Performance Issues, issued February 17, 2006.) In this section, describe how the State measures the success of its strategies in achieving its goals, and how the State uses these data to continuously improve the system.
C. 1. Performance Accountability System
1. Describe the State's performance accountability system, including any State-system measures and the State's performance goals established with local areas. Identify the performance indicators and goals the State has established to track its progress toward meeting its strategic goals and implementing its vision for the workforce investment system. For each of the core indicators, explain how the State worked with Local Boards to determine the level of the performance goals. Include a discussion of how the levels compare with the State's previous outcomes as well as with the State-adjusted levels of performance established for other States (if available), taking into account differences in economic conditions, the characteristics of participants when they entered the program and the services to be provided. Include a description of how the levels will help the State achieve continuous improvement over the life of the Plan. (Sec. Sec. 112(b)(3) and 136(b)(3).)
C. 2. Targeted Groups **Atkinson/Cruz/Olsen/Palzkill**
Describe any targeted applicant groups, such as TANF recipients, veterans, ex-offenders, and migrant and seasonal farmworkers, under WIA title I, the Wagner-Peyser Act or title 38 Chapters 41 and 42 (Veterans Employment and Training Programs) that the State tracks. (Sec. Sec. 111(d)(2), 112(b)(3) and 136(b)(2)(C).)
C. 3. Additional Outcomes- Decision Governor/Secretary **Denis**
Describe any performance outcomes or measures in addition to those prescribed by WIA and what process the State is using to track and report them.
C. 4. Common Data System and Reporting Processes **Atkinson/Denis**
Describe the State's common data system and reporting processes in place to track progress. Describe what performance information will be collected from the various One-Stop partners (beyond that required by DOL), use of quarterly wage records, and how the statewide system will have access to the information needed to continuously improve. (Sec. 112(b)(8)(B).)
C. 5. CWI and Continuous Improvement Governor/Secretary **O'Brien**
Describe any actions the Governor and State Board will take to ensure collaboration with key partners and continuous improvement of the statewide workforce investment system.
C. 6. Evaluation and Sanctions **Denis/Fromader**
How do the State and Local Boards evaluate performance? What corrective actions (including sanctions and technical assistance) will the State take if performance does not meet expectations? How will the State and Local Boards use the review process to reinforce the strategic direction of the system? (Sec. Sec. 111(d)(2), 112(b)(1), and 112(b)(3).)
C. 7. Proposed Performance Level for Each Measure **Denis**
Include a proposed level for each performance measure for each program year covered by the Plan. While the Plan is under review, the State will negotiate with the respective ETA Regional Administrator to set the appropriate levels. States must identify the performance indicators required under section 136, and, for each indicator, the State must develop an objective and quantifiable performance goal for

each program year. States are encouraged to address how the performance goals for local workforce investment areas and training providers will help them attain their statewide performance goals. (Sec. Sec. 112(b)(3) and 136.)
D. Administrative Provisions
D. 1. Appeal Process **O'Brien**
D. 2. Non-Discrimination Compliance **Franks**
Describe the steps taken by the State to ensure compliance with the non-discrimination requirements outlined in Sec. 188.

XI. Assurances **Rozek**
1. Fiscal Controls
2. Two-year Certifications
3. Equitable Distribution of Funds
4. Veterans
5. Local Board Certification
6. Confidentiality
7. Non-Union Activity
8. Methods of Administration
9. Collection and Maintenance of Data
10. Grant Requirements
11. State Employment Security Administration Certification
12. Wagner-Peyser Funds for Veteran's Services
13. Wagner-Peyser Activities
14. MSFW Requirements
15. Development of Plan with Partners
16. Non-discrimination and Equal Opportunity Provisions
17. Expenditure of Funds

Other Assignments: **Budde/O'Brien**
Cover page
Acronyms list
30-day Review and Comment Issuance
Letter from Governor and other transmittal required pages
Edit Final Plan

NOTE: Further guidance from the U.S. Department of Labor or the enactment of WIA Reauthorization may change these required elements. Current references on the required elements include:
Training and Employment Guidance Letter 17-10, December 30, 2010
Federal Register 72853, December 1, 2008
Training and Employment Guidance Letter 14-08, March 18, 2009

Bernstein, Howard I - DWD

From: Franks, William - DWD

Sent: Monday, March 21, 2011 3:17 PM

To: O'Brien, Pamela - DWD; Fosdick, Anna - DWD; Calhoun, Jody - DCF; Verberkmoes, John - DCF; Mentink, Gesina M - DWD; King, Roger - DWD

Subject: FW: Milwaukee Journal Sentinel Article: State workers could see costlier health benefits

FYI. BF.

From: Malzacher, Helen [mailto:Helen.Malzacher@etf.state.wi.us]
Sent: Monday, March 21, 2011 12:59 PM
To: Georg, Gregory R - DOR; Franks, William - DWD; McCabe, Fred - DWD
Subject: Milwaukee Journal Sentinel Article: State workers could see costlier health benefits

FYI

From: Stohr, Matthew
Sent: Monday, March 21, 2011 12:30 PM
To: *ETF All Staff
Subject: Milwaukee Journal Sentinel Article: State workers could see costlier health benefits

State workers could see costlier health benefits

If public follows private sector, more will be paid for less coverage

By Guy Boulton of the Journal Sentinel
March 20, 2011 |(62) COMMENTS

The additional money that state employees will pay toward the cost of their health insurance this year could be just the start.

The new budget-repair law, which increased their share of premiums to 12.4%, contains provisions that will bring other changes in 2012 and possibly 2013.

At the same time, the law eliminated almost all of the rights under collective bargaining for state and other public sector workers, leaving them largely powerless to prevent future changes in their health benefits.

The result: State employees and others in the public sector could find themselves paying more for less coverage in coming years.

That's been the pattern in the private sector for more than a decade, as deductibles, co-pays and other out-of-pocket expenses increased at the same time that premiums more than doubled.

The first change is likely to happen next year for state employees.

The new law requires the state to lower the cost of health benefits by 5%, after adjusting for increases in premiums, in 2012.

The only way to do that would be adding a deductible to the health plans or raising co-pays or other cost sharing, effectively reducing coverage.

"It's hard to argue that it's not a benefit decrease, that's for sure," said Bill Kox, director of the bureau that oversees health benefits for the state Department of Employee Trust Funds.

The law only requires the state to lower costs for 2012. But raising deductibles for state employees could be an inviting target in coming years.

"In a sense, that's the low-hanging fruit," said Thomas Buchmueller, a professor of risk management and insurance at the University of Michigan.

Comparing costs

About 95% of state employees are in health plans that have no deductible. The remaining employees who opt for a more

costly plan have a yearly deductible of $100 for individual coverage and $200 for family coverage.

That contrasts sharply with the private sector.

From 2003 to 2009, deductibles for family coverage on average increased 93% for single coverage and 87% for family coverage in Wisconsin, according to a study released in December by the Commonwealth Fund, which funds research on health policy.

The average deductible was $947 for individual coverage and $1,893 for family coverage in 2009, according to the study. Deductibles were even higher for employers with fewer than 50 employees.

The new law also instructs the state to look at offering state employees a high-deductible health plan, possibly paired with a health savings account, in 2013.

Health savings accounts enable employees to put aside pretax dollars for future health care expenses.

This, too, could increase the cost of the health plans now offered to state employees.

Health plans with high deductibles typically appeal to people who are healthy and have few medical bills. If a large number of healthy people opt for high-deductible plans, the existing plans would have fewer healthy people to subsidize the cost of those who aren't healthy.

That potentially could raise the cost of the existing plans, Kox said.

Supporters note that health savings accounts encourage people to spend health care dollars more wisely. The law also doesn't require the state to offer high-deductible plans, only to do a study by June 2012.

Benefits as wages

For now, state workers have generous health benefits compared to other workers. And the 12.4% of the premium that they will pay this year still is lower than most employees pay. Nationally, employees paid about 30% of the cost of family coverage and 19% of the cost of single coverage in 2010.

Health insurance and other benefits are no different from wages. Both are part of total compensation. But health insurance premiums have risen more than three times faster than hourly wages over the past decade and now make up a much larger share of people's total compensation.

"That's true across the board," said Merton Finkler, a professor of economics at Lawrence University. "It's especially true for the public sector."

Yet few people realize the full cost of health benefits or how large of a share of their total compensation now goes to insurance premiums.

In 2009, the average family premium for employer-sponsored health insurance in Wisconsin was $14,656 - including the employee's share of the premium - which represented almost 20% of the median family household income of $74,500, according to the Commonwealth Fund study. And this doesn't include deductibles, co-pays and other out-of-pocket expenses.

Those costs will continue to rise. Slowing the growth in health care spending by 1 to 1.5 percentage points a year would be a significant, even remarkable, accomplishment.

It means that the state and other public entities will continue to struggle with rising health care costs in coming years. And that doesn't bode well for public sector employees.

If the trend in the private sector takes hold, workers in the public sector are likely to be paying more for less coverage in the future.

***

Co-payment: A form of medical cost sharing in a health insurance plan that requires an insured person to pay a fixed dollar amount when a medical service is received. The insurer is responsible for the rest of the reimbursement.

Deductible: A fixed dollar amount during the benefit period - usually a year - that an insured person pays before the insurer starts to make payments for covered medical services. Plans may have both per individual and family deductibles.

Health Savings Account: A Health Savings Account is an alternative to traditional health insurance. It is a savings product that enables you to pay for current health expenses and save for future qualified medical and retiree health expenses on a tax-free basis. You own and control the money in an HSA. You must be covered by a high-deductible health plan to be able to take advantage of HSAs.

High Deductible Health Plan: Sometimes referred to as a "catastrophic" health insurance plan, it is an inexpensive health insurance plan that generally doesn't pay for the first several thousand dollars of health care expenses but will generally cover you after that. Your HSA is available to help pay for the expenses your plan does not cover.

Maximum out-of-pocket expense: The maximum dollar amount a group member is required to pay out of pocket during a year. Until this maximum is met, the plan and group member shares in the cost of covered expenses. After the maximum is reached, the insurance carrier pays all covered expenses, often up to a lifetime maximum.

Premium: Agreed upon fees paid for coverage of medical benefits for a defined benefit period. Premiums can be paid by employers, unions, employees, or shared by both the insured individual and the plan sponsor.

Source: Bureau of Labor Statistics, U.S. Treasury

Matt Stohr, Director
Office of Communications and Legislation
Wisconsin Department of Employee Trust Funds
P.O. Box 7931
Madison, WI 53707-7931
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Learn more about our benefit programs by viewing an educational video today! Go to http://etf.wi.gov/webcasts.htm to check out the latest presentations in our video library.

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Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Monday, March 21, 2011 1:51 PM
To: Gormican, Carolyn - DWD; Lopez, Juan Jose - DWD; Duffin, Jamie - DWD; Haapakoski, Dana - DWD; Cruz, Evelyn - DWD
Cc: Malm, Nadine L - DWD
Subject: RE: LEP

Attachments: Limited English Proficiency Plan - Draft March 2011.doc



Limited English Proficiency Pl...

Carolyn - see my edits. We'll likely need to sit down at some point and finalize. I used Revision Notes. BF.

From: Franks, William - DWD
Sent: Wednesday, March 16, 2011 11:45 AM
To: Gormican, Carolyn - DWD; Lopez, Juan Jose - DWD; Duffin, Jamie - DWD; Haapakoski, Dana - DWD; Cruz, Evelyn - DWD
Cc: Malm, Nadine L - DWD
Subject: RE: LEP

Thanks Carolyn - I'm on it. BF.

<< File: Limited English Proficiency Plan - Draft March 2011.doc >> << Message: FW: Language Line Account >>

From: Gormican, Carolyn - DWD
Sent: Wednesday, March 16, 2011 10:49 AM
To: Lopez, Juan Jose - DWD; Franks, William - DWD
Subject: LEP

Just to give you an update on the LEP plan - just received the info on the new vendor for telephone interpretation.

Bill - can you review the links - a lot of the old links didn't work - make sure the new ones I've added are correct. Thanks.

Also, attached is the draft plan for any edits you might have - Georgina and Evelyn are reviewing for their areas. Have tracked changes from the old plan.

<< File: Limited English Proficiency Plan - Draft March 2011.doc >>

<< Message: FW: Language Line Account >>

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Monday, March 21, 2011 10:05 AM
To: McCabe, Fred - DWD
Cc: Calhoun, Jody - DCF; 'aaron.crandall@rsp.wisc.edu'; Verberkmoes, John - DCF; thawks@hqeplaw.com
Subject: FW: SEC MEETING NOTES ANNOTATED

Attachments: JODY'S STATE EMPLOYEE COUNCIL 3-15-11 MEETING NOTES.doc

Fred - FYI. BF.

From: Franks, William - DWD
Sent: Monday, March 21, 2011 9:49 AM
To: Calhoun, Jody - DCF
Subject: SEC MEETING NOTES ANNOTATED



JODY'S STATE
'LOYEE COUNCI

Check it out. BF.

STATE EMPLOYEE COUNCIL Meeting Notes from 3/15/11
(ANNOTATED 3/21/11 – BF)

JODY CALHOUN, AFT-W 4848 STEWARD REPORTING = Wed, 16 Mar 2011

FYI - The below is what I sent to my ppl this morning...an edited version of last night's meeting notes. **Stay strong, Jody**

Hi Everyone,
Here are a few items from last night's meeting; the items listed are brief and somewhat summarized so please see me if you have any questions.

1.AFTW- President Bryan Kennedy stated that a new AFLCIO-sponsored site was up and running: http://www.WeAreWisconsin.com - please check freq for info.

We still have a union. **We are going to fight like hell to get collective bargaining rights back**.

2. Tim Hawks, AFT-W Legal Counsel -W stated:

On 2/13 AFLCIO called a council meeting, 5-6 Hawks attorneys, AFLCIO attys, AFSCME attys, Peg Lautenschlager...Subdivided into 3 working groups.

1. County lawsuit includes claims that the bill included fiscal items.
Outside the scope of the governor's description of why he was convening the legislature (during special session). Dane County Court must establish irreparable harm, if we are to prevail.

2. Dane County DA will file identifying specific failure of legislature to meet 24 hr advance notice of the public records law.
Success is return to the legislature to re-vote.
Dane County Corporation Council is looking at assigning a judge that will give a quicker decision - hearing is on Friday, 3/18 **–Jude Sumi issued a Temporary Restraining Order March 18, 2011**.

3. Lawsuit to be filed in Federal Court week of **21 – 25, 2011**
WEAC, AFTW, AFSCME 24 and 48, SEIU and AFLCIO are involved
To adjoin the implementation of AB11. **Success is to kill the bill in its current form**.

Legal Counsel Hawks stated that we do not have a contract; we are bargaining/acting in good faith status. OSER (Gracz) is exercising the discretion given to him; they will not impose mandatory retirement, health ins. and union dues deductions until 4/26/2011. Gov may change his mind; he is announcing exercising of the passage of AB11 language before it occurs. After the effective date of AB11, it is not clear whether or not furlough days will still be in effect.

The MOU on the furloughs were negotiated after the contract extension agreements were negotiated. Not sure that MOU for furlough agreements would be terminated;

including the 'me too' clause at the end of the biennium and/or any reference to the biennium in the MOU.

Employees have Weingarten rights until the effective date of AB11.

WERC Meeting on how to handle bargaining unit certification elections.

Good faith bargaining does occur in the private sector, if 'good faith bargaining' does not occur in the public sector an argument can be made as a part of an unfair labor practice lawsuit.