Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Friday, April 01, 2011 2:16 PM
To: Duffin, Jamie - DWD
Subject: FW:

From: Lopez, Juan Jose - DWD
Sent: Tuesday, March 29, 2011 4:19 PM
To: Franks, William - DWD
Cc: Duffin, Jamie - DWD; Haapakoski, Dana - DWD
Subject: FW:

FYI, as I locate other information I will send to you. Thanks.

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

From: Danowski, Ron - DWD
Sent: Wednesday, July 01, 2009 12:14 PM
To: DWD DL DET ALL
Subject:

Effective Today, Wednesday, July 1, 2009, the Bureau of Migrant, Refugee and Labor Services is being reorganized. The new Bureau of Migrant Labor Services will include the Migrant Labor Law Enforcement Unit and the Foreign Labor Certification Unit.

The Refugee and Immigrant Integration Section is now transferring to join the Department of Children & Families and will be located within the Division of Family and Economic Support, associated with the Bureau of Working Families (which includes the W-2 program). The entire seven member staff will be moving once remodeling on the second floor is complete.

The staff of the Refugee Section, Dijana Dzamonja, Elena Frishman, Abdulaziz S. Mohamed, Irina Zelenskaya, Mai Zong Vue, Arthur Upham and Shoua Vang are a group of individuals who collectively have worked tirelessly to ensure our new Americans receive the services necessary to succeed. We will miss them as a part of our Division.

We want to thank these staff for their passion and devotion to the work of resettling and integrating refugees into our communities around the state. There is no doubt they will continue to represent and advocate effectively for all refugees through the new avenues opening for them within the Department of Children and Families and that no matter where this unit is located, refugees will be well served. Please join me in wishing them the best.

Ron Danowski
Division Administrator
Division of Employment and Training
201 E. Washington Avenue, Room G108
P.O. Box 7972
Madison, WI 53707-7972
Telephone: (608) 266-3485
Fax: (608) 261-8506
Email: ron.danowski@dwd.wisconsin.gov

Check out the new
www.JobCenterOfWisconsin.com

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Friday, April 01, 2011 7:52 AM
To: Taylor, Georgina - DWD; DWD DL ASD HRS; Beck, Michael X - DWD; Carter, Theola - DWD; Glenn, Enid V - DWD; Gormican, Carolyn - DWD; Mejia, Raymond G - DWD; Mitchell, Sherman - DWD; Stanford-Lewis, Sherry - DWD; Ware, Della - DWD; Yin, Samuel - DWD
Subject: RE: From Diversity Inc. FW: Why Did We Invite Nation's Leading Affirmative-Action Foe to Our Event?

Agreed - I suppose there are foks that may not know. BF.

From: Taylor, Georgina - DWD
Sent: Thursday, March 31, 2011 2:13 PM
To: Franks, William - DWD; DWD DL ASD HRS; Beck, Michael X - DWD; Carter, Theola - DWD; Glenn, Enid V - DWD; Gormican, Carolyn - DWD; Mejia, Raymond G - DWD; Mitchell, Sherman - DWD; Stanford-Lewis, Sherry - DWD; Ware, Della - DWD; Yin, Samuel - DWD
Subject: RE: From Diversity Inc. FW: Why Did We Invite Nation's Leading Affirmative-Action Foe to Our Event?

Many people do not know about Ward Connerly and, if they do, they can benefit by listening to him fist hand and taking in the rebuttal from prominent panel members. The purpose of sending this out is to encourage people to stay on top of the issues and be prepared to respond when they come up in the workplace. We must stay well informed to debunk myths and obstacles so our program can move forward.

Georgina Taylor
AA/EEO Officer - Bilingual LEP Agency Liaison
Wisconsin Department of Workforce Development
201 E. Washington Avenue, Room A400
Madison, WI 53707
Voice: (608) 267-4411 - TTY: 866-221-7830 - FAX: (608) 261-0707
Georgina.Taylor@DWD.Wisconsin.Gov
Wisconsin is Open for Business!

From: Franks, William - DWD
Sent: Thursday, March 31, 2011 2:07 PM
To: Taylor, Georgina - DWD; DWD DL ASD HRS; Beck, Michael X - DWD; Carter, Theola - DWD; Glenn, Enid V - DWD; Gormican, Carolyn - DWD; Mejia, Raymond G - DWD; Mitchell, Sherman - DWD; Stanford-Lewis, Sherry - DWD; Ware, Della - DWD; Yin, Samuel - DWD
Subject: RE: From Diversity Inc. FW: Why Did We Invite Nation's Leading Affirmative-Action Foe to Our Event?

Who in our field doesn't know who Ward Connerly is and what he stands for? Guess if you got your 40 acres and a mule, like Connerly did from Pete Wilson, you'd also think everything is just fine! BF.

From: Taylor, Georgina - DWD
Sent: Thursday, March 31, 2011 2:03 PM
To: DWD DL ASD HRS; Beck, Michael X - DWD; Carter, Theola - DWD; Franks, William - DWD; Glenn, Enid V - DWD; Gormican, Carolyn - DWD; Mejia, Raymond G - DWD; Mitchell, Sherman - DWD; Stanford-Lewis, Sherry - DWD; Ware, Della - DWD; Yin, Samuel - DWD
Subject: From Diversity Inc. FW: Why Did We Invite Nation's Leading Affirmative-Action Foe to Our Event?

> Please refer to the e-mail below for a link if you have the time and inclination to learn more.

Georgina Taylor
AA/EEO Officer - Bilingual LEP Agency Liaison
Wisconsin Department of Workforce Development
201 E. Washington Avenue, Room A400
Madison, WI 53707
Voice: (608) 267-4411 - TTY: 866-221-7830 - FAX: (608) 261-0707
Georgina.Taylot@DWD.Wisconsin.Gov
Wisconsin is Open for Business!

From: Joy Buchanan [mailto:JoyBuchanan@DiversityInc.com]
Sent: Thursday, March 31, 2011 12:23 PM
To: Taylor, Georgina - DWD
Subject: Why Did We Invite Nation's Leading Affirmative-Action Foe to Our Event?

Yes, we had Ward Connerly speak at our last event. Hear what he told the audience—and our response.
Inside the Mind of Ward Connerly

Joy Buchanan
Managing Editor
DiversityInc

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Like us on Facebook.

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You are currently subscribed to diversityinclist as: georgina.taylor@dwd.wisconsin.gov
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Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Thursday, March 31, 2011 2:11 PM
To: Komarek, Jill - DWD
Subject: RE: ??

It's dead in the water for now - read Judge Sumi's 3rd order? **Case No. 11 CV 1244**. BF.

From: Komarek, Jill - DWD
Sent: Thursday, March 31, 2011 1:37 PM
To: Franks, William - DWD
Subject: ??

Did Walker tell the Union that he was withdrawing the collective bargaining bill at this time or just that they were going to hold up making deductions for health/pension??

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Thursday, March 31, 2011 1:19 PM
To: Calhoun, Jody - DCF; Verberkmoes, John - DCF; Murphy, Suzanne - DCF; Georg, Gregory R - DOR; McCabe, Fred - DWD
Subject: RE: Work Rules Language in WPEC Contract

She's obviously a big girl. Let her proceed accordingly. BF.

From: Calhoun, Jody - DCF
Sent: Thursday, March 31, 2011 1:04 PM
To: Verberkmoes, John - DCF; Murphy, Suzanne - DCF; Franks, William - DWD; Georg, Gregory R - DOR; McCabe, Fred - DWD
Subject: RE: Work Rules Language in WPEC Contract

Just to keep you posted...our member has an approved Disability Accomodation request (from a prior supervisor, dated 2004) that allows her to work from home one day/week (she did not share this with me before today).

She has declined our assistance in filing a grievance. I offered our assistance in contacting Equal Rights on her behalf and she declined by stating to me "I told my supervisor that I was going to appeal it." I instructed her that the Disability Accomodation would 'override' DCF work rules, to be confident in her previous approval and that should she change her mind and require our assistance, she should feel free to contact us.

Jody

From: Calhoun, Jody - DCF
Sent: Thursday, March 31, 2011 9:43 AM
To: Moilanen, Pirkko - DCF
Cc: Verberkmoes, John - DCF; Murphy, Suzanne - DCF; Franks, William - DWD; Georg, Gregory R - DOR; McCabe, Fred - DWD
Subject: FW: Work Rules Language in WPEC Contract

Pirkko,

Please see Lynn's response, below. My impression of this, unless one of the other DCF stewards on record has written documentation from a member of management at the department level, is that Lynn was misinformed regarding the agency's telecommuting policy (within yours/various work units), i.e., working at home is something that your manager has allowed you to do and she is now being requested by her superiors to rescind a work rule that never existed (in HR or on paper, anyway).

Do you have anything in writing from her giving you telecommuting privileges? If she gave you approval above and beyond the non-existent work rules to telecommute and that privilege is now being rescinded, we could file a group grievance. I understand that you are not the only individual that this change would affect.

How would you like to approach this issue?

Jody

From: Wieser, Lynn - DCF
Sent: Thursday, March 31, 2011 7:52 AM
To: Calhoun, Jody - DCF
Cc: McCabe, Fred - DWD; Georg, Gregory R - DOR
Subject: FW: Work Rules Language in WPEC Contract

Jody,

I am assuming your March 17th email is related to this issue. As you may recall our response was:

Let me respond on behalf of Jill Chase and Randy Keys.

DCF made a conscious decision not to implement a telecommuting policy since it was established in June, 2008. It was determined by our Secretary that until such time it became appropriate, telecommuting would not be implemented. Our goal is to develop one in the future but none exists right now.

The DCF Work Rules have not changed either.

Please clarify what you are requesting.

If this is the individual that you were advising, please confirm. I will forward this email onto her so she has the information.

Thank you.

-Lynn

Lynn Wieser
Director, Human Resources Bureau
Department of Children and Families
Division of Enterprise Solutions
201 E. Washington Avenue, Room G200
Madison, WI 53703
Phone: (608)261-2601
Fax: (608) 261-6589

* * * * * * * * *
NOTICE: This E-mail and any attachments may contain confidential information. Use and further disclosure of the information by the recipient must be consistent with applicable laws, regulations and agreements. If you received this E-mail in error, please notify the sender; delete the E-mail; and do not use, disclose or store the information it contains.

From: Moilanen, Pirkko - DCF
Sent: Thursday, March 17, 2011 1:05 PM
To: Chase, Jill D - DCF
Subject: FW: Work Rules Language in WPEC Contract

Jill, I contacted the union on the telecommuting issue. According to wpec, the contract is good until 6/30/11. Also, it sounds from the contract that the department has to notify the unions about the change in work rules prior to implementing it. I assume I can continue working from home on Fridays until this has happened (and hopefully get the WISCCRS user guide written).

From: Calhoun, Jody - DCF
Sent: Thursday, March 17, 2011 1:03 PM
To: Moilanen, Pirkko - DCF
Subject: RE: Work Rules Language in WPEC Contract

Yes.

From: Moilanen, Pirkko - DCF
Sent: Thursday, March 17, 2011 1:01 PM

To: Calhoun, Jody - DCF
Subject: RE: Work Rules Language in WPEC Contract

Does this mean that the new work rules won't be effective until the union has been notified?

From: Calhoun, Jody - DCF
Sent: Thursday, March 17, 2011 12:38 PM
To: Moilanen, Pirkko - DCF
Subject: Work Rules Language in WPEC Contract

This is the language in the contract that applies to any changes in work rules:

Section 14 Work Rules

9/14/1 The Employer agrees to establish reasonable work rules that shall not conflict with any of the provisions of this Agreement. The application of such work rules shall recognize the professional nature of employees in this bargaining unit. Newly established work rules or amendments to existing work rules shall be reduced to writing and furnished to the Union thirty (30) days, where possible, but no less than seven (7) calendar days prior to the effective date of the rule(s). For purposes of this Agreement, work rules are defined as and limited to: "Rules promulgated by the Employer within its discretion which regulate the personal conduct of employees as it affects their employment, except that the Employer may enforce these rules outside the normal work hours when the conduct of the employee would prejudice the interest of the state as an Employer."

9/14/2 Work rules are to be interpreted and applied uniformly to all employees under like circumstances. The reasonableness of work rules which includes both the application and interpretation may be challenged through the grievance procedure contained in this Agreement.

OSER has agreed to abide by the above language; please show this to your supervisor.

Jody Calhoun
WPEC Local 4848 Steward
IS Systems Development Services Specialist
Department of Children and Families
State of Wisconsin
(608) 266-2287
jody.calhoun@wisconsin.gov

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Thursday, March 31, 2011 1:18 PM
To: Haapakoski, Dana - DWD; Duffin, Jamie - DWD
Cc: Lopez, Juan Jose - DWD
Subject: Element # 3, Exhibit #A

Attachments: MOA 2010-2012 _Element 3A.doc



MOA
)12 _Element 3/

Exhibit 3A
Workforce Programs Guide Nondiscrimination and Equal Opportunity Requirements

C. NONDISCRIMINATION AND EQUAL OPPORTUNITY REQUIREMENTS. The grantee
assures that it will avoid discrimination and follow equal employment opportunity practices in the administration and delivery of services and benefits to eligible participants and applicants of DET-funded programs and that it will comply with the following provisions of nondiscrimination and equal employment opportunity:
1. Applicable Laws and Other Requirements. The grantee must comply with the Civil Rights Act of 1964 as amended, Titles VI, VII and the Education Amendments to Title IX; the Rehabilitation Act of 1973 as amended, ss. 503 and 504; the Age Discrimination Act of 1975 as amended; the Americans with Disabilities Act of 1990, as amended; the Vietnam Veterans Readjustment Assistance Act of 1974, the Workforce Investment Act Sections 181 and 188; the U.S. Executive Order 11375; the Wisconsin Fair Employment Act s. 111.31-111.395, Stats.; Wisconsin Contract Compliance Law, s. 16.765, Stats.; the Wisconsin Administrative Code DWD 816.11; this section of the Workforce Programs Guide and all other applicable laws. Such requirements include but are not limited to the following:

a. Prohibition of Discrimination. No participant, staff person or administrator may be discriminated against, denied benefits, denied employment, or excluded from participation in connection with any DET-funded program on the basis of race, color, religion, sex, national origin (ethnic status), age, disability, marital status, offender status, sexual orientation, political affiliation or belief, and against beneficiaries on the basis of either citizenship/status as a lawfully admitted immigrant authorized to work in the United States or participation in a DET financially assisted program or activity, arrest or conviction record unless specifically exempt by grant regulations, or refusal to submit to sexual contact or sexual intercourse.
b. Citizenship/Authorized Alien Status Requirements for Program Participation. Participation in DET programs shall be open to citizens and nationals of the U.S., lawfully admitted permanent resident aliens, lawfully admitted refugees and parolees, and other individuals authorized by the U.S. Attorney General to work in the U.S.
c. Encouragement of Nontraditional Employment. The grantee must make appropriate efforts to overcome sex stereotyping, including the encouragement of nontraditional employment for DET-funded staff and participants.
d. Limited English Proficiency Populations. The grantee must identify limited English proficiency populations in areas where it operates DET-funded programs, ensure that information about its programs is available in a manner understood by the populations identified, and ensure that no individual is denied DET-funded services because of an inability to communicate in English.
e. Reasonable Accommodations. The grantee must ensure that reasonable accommodations are made to the known physical or mental limitations of an otherwise eligible applicant, employee or participant unless it can be demonstrated that the accommodations would impose an undue hardship on the operation of the program.

f. Additional Assurances. The grantee must adhere to all other assurances as specified in the specific grant regulations and grant agreement.

2. Assurance of Subgrantee Notification. The grantee assures that each organization to which it subgrants funds is notified of the terms and conditions of applicable nondiscrimination and equal employment opportunity provisions, including potential consequences for noncompliance, and agrees to abide by them as a condition of receiving grant funds.

a. Subgrant Agreement. The grantee of DET funds must state in each subgrant agreement that failure to comply with applicable nondiscrimination and equal opportunity provisions will require corrective action to eliminate violations within a prescribed timeframe or otherwise incur specified sanctions.

b. Plan Requirements. Each DET grantee shall submit to the DET in its grant plans a copy of the format to be used to notify subgrantees of the potential consequences of failing to comply with nondiscrimination and equal opportunity requirements.

c. Wisconsin Contract Compliance Law, s. 16.765, Stats. Each workforce development area (WDA) administrative entity shall submit a written affirmative action plan within fifteen (15) working days after the date the contract/grant is awarded. The affirmative action plan shall meet the minimum requirements specified in section 50.05 of the Wisconsin Administrative Code (Adm. 50.05 Affirmative Action Plan.) http://www.legis.state.wi.us/rsb/code/adm/adm050.pdf

3. New Participant and Employee Orientation. Any grantee who either operates or subcontracts DET funded programs for participants shall, during each presentation to orient new participants or new employees to its DET funded program or activity, include a discussion of participants' and/or employees' rights under the nondiscrimination and equal opportunity provisions of applicable grants and 29 CFR, Part 37 including the right to file a complaint of discrimination with the Division or the Director of the Civil Rights Center of the Department of Labor (CRC/DOL.)

4. Equal Opportunity Public Information Statements. In recruitment brochures and other materials ordinarily distributed to the public, which describe the DET funded program or requirements for participation, the statement shall appear; "As a condition to the award of financial assistance from the Department of Labor under the applicable program, the grant applicant assures that it will comply fully with the nondiscrimination and equal opportunity provisions of the following laws: Section 188 of the Workforce Investment Act of 1998 (WIA), which prohibits discrimination against all individuals in the United States on the basis of race, color, religion, sex, national origin, age disability, political affiliation or belief, and against beneficiaries on the basis of citizenship, status as a lawfully admitted immigrant authorized to work in the United States or participation in any WIA Title I - financially assisted program or activity; Title VI of the Civil Rights Act of 1964, as amended; Section 504 of the Rehabilitation Act of 1973, as amended; The Age Discrimination Act of 1975, as amended; Title IX of the Education Amendments, as amended. The grant applicant also assures it will comply with 29 CFR, part 37, and all other regulations implementing the laws listed above. Where such materials indicate that the grantee may be reached by telephone, the materials shall also state the telephone number of the Telephonic Device for the Deaf (TDD) or relay service used by the grantee."

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Wednesday, March 30, 2011 8:36 PM
To: Bill Franks
Subject: FW: [Seac] Photo Portraits of Madison Protesters

-----Original Message-----
From: seac-bounces@ufree.info [mailto:seac-bounces@ufree.info] On Behalf Of private seac list
Sent: Wednesday, March 30, 2011 8:20 PM
To: private seac list
Subject: [Seac] Photo Portraits of Madison Protesters

Milwaukee's Kevin Miyazaki went to Madison recently to document the protests in the way he knows best, through portraits. While Walker would like the enormous public opposition to his governance to fade, Miyazaki felt he could contribute to not letting that happen.

He titled his project "This is What Democracy Looks Like," and in its current state it is an online slide show with music and brief text that can be accessed at http://vimeo.com/21141080.

Miyazaki is making prints of the images to include in a group show called "Clampdown: Labor, Management and the Recession" at the Zaller Gallery in Cleveland beginning April 30. A second set of prints will be on view at the Marshall Building, 207 E. Buffalo Street, in Milwaukee's Third Ward on gallery night and day, April 15-16.

http://www.wisconsingazette.com/art-gaze/art-politics-entwine-in-photo-exhibit.html

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Seac mailing list
Seac@ufree.info
http://mail.ufree.info/mailman/listinfo/seac_ufree.info

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Wednesday, March 30, 2011 8:28 PM
To: 'Sean Heiser'
Subject: RE: Fitzgerald shows why openess matters

I remind you when Al Capone got kicked to the curb, it wasn't for killing people, syndicating crime or pimping, it was for tax evasion. BF.

From: Sean Heiser [mailto:sheiser@wseu-24.org]
Sent: Wednesday, March 30, 2011 4:01 PM
Subject: Fitzgerald shows why openess matters

Our view: Fitzgerald shows why openness matters

Tribune editorial board lacrossetribune.com | Posted: Tuesday, March 29, 2011 12:30 am |

"It's my opinion it's published, it's on the legislative website, it's law." — Scott Fitzgerald, Republic majority leader, Wisconsin Senate

There you have it.

Wisconsin is no longer ruled as a state of laws but as a state of Fitzgeralds.

And when a Fitzgerald proclaims something to be law, it is so.

On Friday, Scott Fitzgerald told the state's Legislative Reference Bureau to post a law on its website — the controversial law that strikes down almost all collective-bargaining rights for public employees in this state.

And because the law was posted on the Internet, it went into effect on Saturday, according to the fiat by Scott Fitzgerald.

There are a couple of potential problems with that scenario — or merely minor procedural inconveniences, as far as Scott Fitzgerald is concerned.

First, Dane County Circuit Judge Maryann Sumi issued a restraining order March 18 prohibiting the secretary of state from publishing the law, which has been challenged because of a possible violation of the state's open-meetings law by Scott Fitzgerald.

Second, a law must be published by Secretary of State Doug La Follette in the official state newspaper — the Wisconsin State Journal, a sister publication to the La Crosse Tribune.

But Fitzgeralds apparently don't need to trifle with judge's rulings, open-meetings laws

or requirements that laws receive the necessary publication in the state newspaper.

So Wisconsin awoke Saturday not really knowing whether it was law or not.

La Crosse Mayor Matt Harter signed a new collective-bargaining agreement with a group of city employees late Friday, just in case.

Even though his agency posted the law on its website, the director of the Legislative Reference Bureau, Stephen Miller, told the Milwaukee Journal Sentinel: "I think this is a ministerial act that forwards it to the secretary of state. I don't think this act makes it become effective. My understanding is that the secretary of state has to publish it in the (official state) newspaper for it to become effective."

And, the secretary of state hasn't issued the order to publish the law because a judge has told him not to.

In her ruling, Judge Sumi said: "I do, therefore, restrain and enjoin the further implementation of 2011 Wisconsin Act 10. The next step in implementation of that law would be the publication of that law by the secretary of state. He is restrained and enjoined from such publication until further order of this court."

Her ruling really doesn't seem open to interpretation. It seems fairly clear that, before the legislation becomes law, she wants to hold a hearing on whether Scott Fitzgerald and friends broke the state's open-meetings law when they passed the bill.

But it doesn't seem that laws or courts seem to matter.

It's all about procedural shenanigans. It's all about who can outflank the other guy — whether it's the Republicans and their nonsense or the Democratic senators fleeing the state.

Scott Fitzgerald's defiance of Wisconsin's public records laws is the precise reason that we continue to insist that publishing the proceedings of governmental bodies in newspapers is sound public policy. Publishing on a website in the dark of night does not constitute informing the public and is a very slippery slope that leads to less transparency, not more.

Meanwhile, we have open-meetings laws for a reason. We have courts for a reason, too.

If the state motto is changed from "Forward" to "Fitzgerald," we hope there's at least a public hearing to discuss it.

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Posted in Editorial, Opinion on *Tuesday, March 29, 2011 12:30 am Updated: 3:20 pm.*

From: Curay@aol.com [mailto:Curay@aol.com]
Sent: Wednesday, March 30, 2011 1:42 PM
To: RCCole@gmail.com; Sean Heiser
Subject: "Fitzgerald shows why openess matters". LaX Trib

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Wednesday, March 30, 2011 7:58 PM
To: 'JK Wilkes'
Subject: RE: Help~! Call me asap!

Kathy -I'm doing a panel on the Labor Notes Conference on Saturday-I'm unavailable Sunday. Sorry, only so much time. BF.

From: JK Wilkes [mailto:12jkwilkes17@charter.net]
Sent: Wednesday, March 30, 2011 4:57 PM
To: Franks, William - DWD
Subject: Help~! Call me asap!

bill, it has been up and down with this movie event we are doing

It has now been moved to Sunday over at the UW Humanities Building. Starting around 430p.

Would you like to moderate a discussion after the movie>

Just give an update of what's happening here, and the discussion can then be open for all.

Please say yes, we need you.

thanks

kathy wilkes

276 5930

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Wednesday, March 30, 2011 11:38 AM
To: Thompson, Andrea S - DWD
Cc: Lopez, Juan Jose - DWD; Duffin, Jamie - DWD; Haapakoski, Dana - DWD
Subject: RE: Question about Narrative 6

Andrea - The record must be retained for 7 years. Gary Denis issued a notice in (I believe) 2007 to this effect for all records - used to be 3. Of course, if there's litigation, audits or special reviews, you have to keep it until those matters are resolved. I'll see if I can find a copy of the Directive if you need. BF.

From: Thompson, Andrea S - DWD
Sent: Wednesday, March 30, 2011 11:24 AM
To: Franks, William - DWD
Subject: Question about Narrative 6

Hi Bill,

Please see the quote below from the Element 6 Narrative, specifically my inserted text in **RED.** What I want to know is: how long (for how many years) is participant data collected by DET retained after resolution of a complaint? The text doesn't specify and says just "years."

"All program participant data collected by the DET is retained for a period of 7 consecutive years after the participant exists from U.S. DOL-funded programs, and for complaints, ***(how many years??)*** *years after resolution of the complaint."*

Thanks for your help.

Andrea S. Thompson
Systems Analyst/ IT Coordination Section
DWD Employment & Training
(608) 267-6859
andrea.thompson@dwd.wisconsin.gov

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Wednesday, March 30, 2011 10:43 AM
To: Hole, Jeffrey W - DWD
Subject: FW: CROOKS AND LIARS! BREAKING UPDATE!!!!!
Attachments: Indiana GOP Backs Down, Dems Come Home; Ram This Bill.pdf

Jeff my message bombed. Send this to yourself - it's public information.BF.

From: Franks, William - DWD
Sent: Wednesday, March 30, 2011 8:48 AM
To: 'WileECoyote1132@yahoo.com'
Subject: FW: CROOKS AND LIARS! BREAKING UPDATE!!!!!

FYI. BF.

From: Franks, William - DWD
Sent: Wednesday, March 30, 2011 8:05 AM
To: McCabe, Fred - DWD; Georg, Gregory R - DOR; Scott Spector; 'Aaron Crandall'; Murphy, Suzanne - DCF; Verberkmoes, John - DCF; brian.jodycalhoun@yahoo.com; Calhoun, Jody - DCF; Fries, John A - DOA; Jill Hynum (WPEC Staff)
Subject: FW: CROOKS AND LIARS! BREAKING UPDATE!!!!!

I assume Scott has already seen this, but just in case it escaped anybody's notice here it is - Bob Lang's Leg. Fiscal report on budget. BF.

From: JK Wilkes [mailto:12jkwilkes17@charter.net]
Sent: Tuesday, March 29, 2011 5:13 PM
To: One & All
Subject: CROOKS AND LIARS! BREAKING UPDATE!!!!!

BREAKING.....UPDATE.....

Tweeted from Sumi hearing: " Sumi chastises anyone acting in "willful defiance" of a TRO. Could face punishments. Further implementation of Act 10 is enjoined. "

sorry, unable to post on NV. Do your thing!.....K

Greetings...

A lot of public workers are just now learning that the so-called "non-fiscal" bill Wis. Republicans rammed through does in fact contain pay cuts Walker had asked for. They had previously told the public that they took out economic items from bill in order to pass it as "non-fiscal" without a quorum. **They LIED.**

This has caused a great deal of confusion. The media didn't fully report what had happened; they focused on new rules stripping state, country, municipal, and school district workers of collective bargaining rights. Essentially they parroted the lie that there were no economic items in this "non-fiscal" bill.

Even though there is a temporary restraining order blocking the bill, the Walker administration is implementing it anyway. Pay cuts are supposed to be implemented April 21, per legislative staffer.

Lawsuits are flying all over. Hearing today before Judge Sumi, who imposed the TRO. Other actions in the works, according to legal and political people I spoke with today, including Assembly Brett Hulsey: he is SMOKIN' MAD.

SEE ATTACHED PDF "RAM THIS BILL" for official documents.

Sorry, I cannot post anything on my Newsvine column. No time. I'm sure there are stories all over the internet about these shenanigans. Also do checkout the attached news update from the AFL-CIO--really interesting stuff there. And, good on INDIANA DEMS...read that story. Wow.

Must go.

K

From: "AFL-CIO Now Blog" <aflcioblognews@aflcio.org>
To: 12jkwilkes17@charter.net
Date: Tue Mar 29 12:52:25 EDT 2011
Subject: Indiana GOP Backs Down, Dems Come Home

March 29, 2011

We Are One

If you are planning a We Are One event next week to honor Dr. Martin Luther King Jr. and workers’ rights, click hereto add the event to our We Are Onewebsite, where you will find many resources for action. Indiana House Democrats who went to Illinois to prevent an anti-worker agenda from passing are back home after Republican state representatives backed off “right to work” for less legislation and other controversial proposals.

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Join March 29 Rally to Support Wal-Mart Women

DeMint Wants to Ban All Collective Bargaining for Federal Employees
White House Forum: Women Need A Voice

Judge Orders NFL Teams to Stop Reducing Workers’ Comp for Ex-Players

All House Members Would Have Lost Under Election Rules They Seek for Workers

In Florida, as in Wisconsin and Maine, Cronyism Flourishes

Walker Spent $42,000 in Taxpayer Cash on Plane Trips

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From: "AFL-CIO Now Blog" <aflcioblognews@aflcio.org>
To: 12jkwilkes17@charter.net
Date: Tue Mar 29 12:52:25 EDT 2011
Subject: Indiana GOP Backs Down, Dems Come Home

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Click here to unsubscribe.

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Wednesday, March 30, 2011 10:41 AM
To: Smith, Russell A - DWD
Subject: RE: It's Official

Hey - congrats on sticking to your guns and pursuing this. If only I worked with a few people who could follow through, like you, their and my life would be immeasurably more cool. As we get close, I'll let you know. For the time being, I'm bailing alligators. BF.

-----Original Message-----
From: Smith, Russell A - DWD
Sent: Wednesday, March 30, 2011 10:30 AM
To: Franks, William - DWD
Subject: It's Official

Hey Bill

My new appointment starts April,11th 2011.

So pick a place to go to lunch and lets roll.

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!

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Wednesday, March 30, 2011 7:53 AM
To: Lopez, Juan Jose - DWD
Cc: Duffin, Jamie - DWD; Haapakoski, Dana - DWD
Subject: RE:

Thanks, I akso have video footage from the webcast we did prior to releasing the Civil Rights Compliance Plan 2010-2013 where Dave Duran broke this down for our audience. We'll get the sequence right and plug it into the narrative. Rosemary has our book. If we need it back for any purpose, she give it up if we say we need it. BF.

From: Lopez, Juan Jose - DWD
Sent: Tuesday, March 29, 2011 4:19 PM
To: Franks, William - DWD
Cc: Duffin, Jamie - DWD; Haapakoski, Dana - DWD
Subject: FW:

FYI, as I locate other information I will send to you. Thanks.

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

From: Danowski, Ron - DWD
Sent: Wednesday, July 01, 2009 12:14 PM
To: DWD DL DET ALL
Subject:

Effective Today, Wednesday, July 1, 2009, the Bureau of Migrant, Refugee and Labor Services is being reorganized. The new Bureau of Migrant Labor Services will include the Migrant Labor Law Enforcement Unit and the Foreign Labor Certification Unit.

The Refugee and Immigrant Integration Section is now transferring to join the Department of Children & Families and will be located within the Division of Family and Economic Support, associated with the Bureau of Working Families (which includes the W-2 program). The entire seven member staff will be moving once remodeling on the second floor is complete.

The staff of the Refugee Section, Dijana Dzamonja, Elena Frishman, Abdulaziz S. Mohamed, Irina Zelenskaya, Mai Zong Vue, Arthur Upham and Shoua Vang are a group of individuals who collectively have worked tirelessly to ensure our new Americans receive the services necessary to succeed. We will miss them as a part of our Division.

We want to thank these staff for their passion and devotion to the work of resettling and integrating refugees into our communities around the state. There is no doubt they will continue to represent and advocate effectively for all refugees through the new avenues opening for them within the Department of Children and Families and that no matter where this unit is located, refugees will be well served. Please join me in wishing them the best.

Ron Danowski
Division Administrator
Division of Employment and Training
201 E. Washington Avenue, Room G108
P.O. Box 7972
Madison, WI 53707-7972
Telephone: (608) 266-3485

Fax: (608) 261-8506
Email: ron.danowski@dwd.wisconsin.gov

Check out the new
www.JobCenterOfWisconsin.com

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Tuesday, March 29, 2011 2:40 PM
To: 'Sean Heiser'
Subject: RE: La Follette to get his own state paid attorney

SADly - that's how if has been known to work. Needless to say Kloppenburg stepped out at the right moment. BF.

-----Original Message-----
From: Sean Heiser [mailto:sheiser@wseu-24.org]
Sent: Tuesday, March 29, 2011 2:43 PM
To: Franks, William - DWD
Subject: RE: La Follette to get his own state paid attorney

I guess I didn't think of it that way.

Thanks,

Sean

-----Original Message-----
From: Franks, William - DWD [mailto:William.Franks@dwd.wisconsin.gov]
Sent: Tuesday, March 29, 2011 2:37 PM
To: Sean Heiser
Subject: RE: La Follette to get his own state paid attorney

Not surprising given that the Assistant A.G.'s would likely reflect the A.G.'s position on this matter. BF.

-----Original Message-----
From: Sean Heiser [mailto:sheiser@wseu-24.org]
Sent: Tuesday, March 29, 2011 10:42 AM
Subject: La Follette to get his own state paid attorney

Just when you thought it wouldn't get any weirder...

-----Original Message-----
From: rbarnes78@yahoo.com [mailto:rbarnes78@yahoo.com]
Sent: Tuesday, March 29, 2011 10:33 AM
To: Sean Heiser; jbara395@aol.com
Subject: La Follette to get his own state paid attorney

It is crazy that the attorneys wouldn't adequately represent La Follette. To me, this is clearly an attempt by the republican administration to silence the democrats, even if it violates their right to representation.

http://www.jsonline.mobi/blogs/news/118841029.html?ua=blackberry&dc=smart&c=y

Madison -- A Dane County judge said Tuesday she is concerned the Department of Justice has a conflict in representing Secretary of State Doug La Follette and must provide him with independent counsel.

"There is so great a divergence now between the position that the attorney general is taking in this court and the court of appeals and now the Supreme Court and the interests of the secretary of state and the office of the secretary of state that I believe Mr. La Follette is entitled to independent counsel at the expense of the state," said Dane County Circuit Judge Maryann Sumi.

The issue arose after La Follette grew frustrated that his attorneys were not asking questions of a witness.

"My attorney won't ask a question on my behalf," La Follette told the court.

More specifically, the issue is that La Follette and the Department of Justice attorneys disagree over the power of the secretary of state.

The department has contended La Follette has no power to rescind an order designating the date a legislative act becomes law.
Sent from my U.S. Cellular BlackBerry® smartphone

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Tuesday, March 29, 2011 2:35 PM
To: Kuechler, Mark W - DNR; Murphy, Suzanne - DCF; Verberkmoes, John - DCF
Subject: RE: Worksite Flyering, Wednesday 3/30

Nope - first I've heard. BF.

From: Kuechler, Mark W - DNR
Sent: Tuesday, March 29, 2011 2:30 PM
To: Murphy, Suzanne - DCF; Verberkmoes, John - DCF; Franks, William - DWD
Subject: FW: Worksite Flyering, Wednesday 3/30

Did you hear about this?

From: Jessica Stender [mailto:Stender@aft-wisconsin.org]
Sent: Tuesday, March 29, 2011 01:25 PM
To: Jessica Stender
Subject: Worksite Flyering, Wednesday 3/30

Hi Folks,

I recently replaced Christa Peters as the Political Organizer for AFT-Wisconsin, and I'm still getting my feet under me, so I apologize for the late notice here, but I wanted to let you know about a worksite flyering event that is taking place tomorrow, Wednesday 3/30, at the downtown public employee state offices. We'll be meeting with AFSCME and Building Trades at the City/County Building at 6:45am to flyer for about an hour or so before work.

I'll be there, as will several of your state employee member colleagues, and it'd be great if you could join us and pass the word along to your stewards and activists so that they can join us, too.

Please call or email me to let me know if you think you can make and if you'll be able to bring a few of your colleagues. Again, I apologize for the late notice.

In Solidarity,

Jessica Stender
AFT-Wisconsin
stender@aft-wisconsin.org
414.704.2318

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Tuesday, March 29, 2011 11:18 AM
To: Lopez, Juan Jose - DWD; Duffin, Jamie - DWD; Gormican, Carolyn - DWD; Cruz, Evelyn - DWD
Subject: FW: 2010 Census Data

FYI. BF.

From: Moss, Earnestine - DCF
Sent: Tuesday, March 29, 2011 10:53 AM
To: Tumpach, Joe - DWD
Cc: Griffin, Diane - DCF; Franks, William - DWD; Duran, David - DHS
Subject: RE: 2010 Census Data

Joe,

Thank you. I will let you know if I have any questions. I am copying my colleagues in DHS and DWD, so that we are all on the same page.

Earnestine Moss
Equal Opportunity Specialist
Civil Rights Compliance Unit
Department of Children and Families
PO Box 8916
201 East Washington Avenue, RM G200
Madison, WI 53708-8916
(608) 266-5335

From: Tumpach, Joe - DWD
Sent: Tuesday, March 29, 2011 10:51 AM
To: Moss, Earnestine - DCF
Subject: RE: 2010 Census Data

Earnestine,

Here are some Census links. The first is for the 2010 Census. I'm haven't looked at the files too thoroughly. The second is for the American Community Survey, which I used as a basis for my projections. I hope these are helpful.

http://factfinder2.census.gov/faces/nav/jsf/pages/index.xhtml

http://www.census.gov/acs/www/

Joe Tumpach

From: Moss, Earnestine - DCF
Sent: Tuesday, March 29, 2011 8:39 AM
To: Tumpach, Joe - DWD
Subject: 2010 Census Data

Hello Joe,

Could you send me the link to the 2010 Census Data? It is not obvious on the DOA site.

Thank you.

Earnestine Moss
Equal Opportunity Specialist
Civil Rights Compliance Unit
Department of Children and Families
PO Box 8916
201 East Washington Avenue, RM G200
Madison, WI 53708-8916
(608) 266-5335

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Tuesday, March 29, 2011 10:55 AM
To: Duffin, Jamie - DWD
Subject: Employe Handbook

Attachments: MOA 2008 EXHIBIT 1J-CRC Handbook.doc



MOA 2008
3IT 1J-CRC Han

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Tuesday, March 29, 2011 8:28 AM
To: Vincevineus, Deidre A - DWD; Shelton, Michael T - DWD; McReavy, Brian H - DWD
Subject: FW: Madison song

Send home if you don't want to watch it here & share. BF.

From: William Franks [mailto:chiefsteward@hotmail.com]
Sent: Monday, March 28, 2011 8:26 PM
To: Diane Tieman; Jim & Judith Franks; Franks, William - DWD
Subject: RE: Madison song

Pretty damned awesome - indeed -Oak City USA. BF.

Date: Mon, 28 Mar 2011 06:34:50 -0700
From: dstjmb@ameritech.net
Subject: FW: Madison song
To: chiefsteward@hotmail.com; brian.jodycalhoun@yahoo.com; jvbonnie416@yahoo.com; markkuechler@frontier.com; myrbocra@hotmail.com; reeves.anthony@att.net; jack.sanderson54@gmail.com; barbara@merr.com; wis.lightkeeper@frontier.com

Just sent to me - awesome - encouraging.

Click on the link and listen to this song in support of protesters in Madison.
Forwarded message--------
Subject: Madison song
You gotta listen to this!!! It makes all of us here in Madison feel that we are being heard!

http://www.youtube.com/watch?v=rTuf826MQQs&feature=player_embedded

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Monday, March 28, 2011 6:40 PM
To: O'Brien, Pamela - DWD; McCabe, Fred - DWD; Calhoun, Jody - DCF; Tom Ellett; 'Tim Hawks'; Georg, Gregory R - DOR; Doug Swanson; 'WPEC'; layne@uwm.edu; Doug Swanson
Subject: FW: Interesting!

Have you seen this? BF.

From: Sean Heiser [mailto:sheiser@wseu-24.org]
Sent: Monday, March 28, 2011 5:02 PM
Subject: Interesting!

Scott Walker Kills His Wisconsin Union Busting Bill By Publishing It

March 25, 2011
By Sarah Jones <http://www.politicususa.com/en/author/srjones>
Wisconsin Republicans stunned the nation today when they published Governor Scott Walker's anti-union bill in seeming violation of a restraining order. The legislation was enjoined from publishing by a judge who ruled that Republicans violated the Open Meeting law when passing it. By publishing their anti-union legislation and turning it into law, Scott Walker and the Republicans may have killed the bill.

Republicans skirted the judge's order today by having the legislation published by an agency other than the specifically enjoined Secretary of State, claiming that the constitution does not specify which body must publish a law, while Democrats claim that the law must be published by the SOS.

Which body may or must publish the law appears a moot point, given the judge's specific ruling, wherein it is clear that she is enjoining and restraining the bill in a much broader context than merely the SOS:

The Wisconsin State Journal
<http://http://host.madison.com/wsj/news/local/govt-and-politics/article_f22629e6-572a-11e0-ab2f-001cc4c002e0.html> reported:

An order signed March 18 by Dane County Circuit Judge Maryann Sumi bars

La Follette from publishing the bill. But as she verbally issued her decision at the end of a hearing the same day, the scope of her order was broader.

"I do, therefore, restrain and enjoin the further implementation of 2011 Wisconsin Act 10," Sumi said, according to a transcript. "The next step in implementation of that law would be the publication of that law by the secretary of state. He is restrained and enjoined from such publication until further order of this court."

By attempting to go around the judge's order, the Republicans violate the spirit of her ruling if not the letter of it. In any case, this won't be the Wisconsin Republicans first run at violating the law in order to push their anti-union measure through.

It's obvious from recent events, including the Wisconsin Republicans attempting to intimidate a Professor who wrote a critical article about their actions for the New York Times by demanding his emails through the Wisconsin Open Records law, that the Republicans are desperate. Apparently they are so desperate that they are no longer trying to hide their agenda under the guise of a budget issue, let alone pretend what they are doing is legal.

But what the Wisconsin Republicans have really done by publishing the anti-union bill is kill their own legislation. By publishing the bill, the Republicans have made it easier to fight in court, because it is now law and hence, can now be permanently overturned.

The Wisconsin State Journal <http://http://host.madison.com/wsj/news/local/govt-and-politics/article_f22629e6-572a-11e0-ab2f-001cc4c002e0.html> reported:

By doing so, Pines said, the bureau made moot the actions currently before the state Supreme Court and the state Court of Appeals. He said that would actually simplify the case that District Attorney Ismael Ozanne has to make on the alleged open meetings violation by a legislative conference committee, now that he doesn't have to worry about whether a judge has the authority to stop legislation before it takes effect.

"I suspect that if Judge Sumi was willing to take up a (temporary restraining order) against publication I suspect she'd do the same thing on enforcement (of the new law)," Pines said.

Pines said it also opens up legal channels for other groups who have been waiting to challenge the law but had to wait until it was enacted, like Madison Teachers Inc., which plans to file its own lawsuit on Monday. He said it has not been decided whether MTI will seek a restraining order or injunction barring enforcement of the law.

"This is going to unleash a tsunami of litigation," Pines said.

The irony here is that they didn't kill their bill by passing it without the necessary quorum, violating state Open Meeting laws or publishing it in violation of a judge's order; they killed it with their own hubris. Now that it's published, it is much easier to have it stopped permanently. It can and will be fought on all of the above grounds as well as countless others — amounting to a "tsunami of litigation" against the anti-union law.

By publishing this bill, Walker and the Wisconsin Republicans remind Americans about the fatal flaw of the modern day Republican Party: It and its leaders lack judgment. The publishing of this bill which was now not only passed while violating state law but now published in violation of a court order smells vaguely but sickeningly of George W Bush's arrogant invasion of a sovereign nation. Just as Bush refused to wait for the UN, Walker and the Wisconsin Republicans could not allow the process to play out properly. Instead, they went all rogue cowboy and reminded us why we swore we'd never vote Republican again.

Republicans are great dictators, but they are terrible chess players. Wisconsinites will want to be sure to vote for their state Supreme Court justice on April 5. After all, dictators get into office when people stay home from the voting booth.

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Monday, March 28, 2011 5:54 PM
To: Duffin, Jamie - DWD
Subject: RE: MOA Element 1 Narrative

We're close. After we meet with Don Juan this will bed one by the close of business tomorrow. I'll take another look soon as I get in tomorrow. Thanks. BF.

From: Duffin, Jamie - DWD
Sent: Monday, March 28, 2011 5:19 PM
To: Franks, William - DWD
Subject: MOA Element 1 Narrative

Hi Bill,
I updated the table of contents to reflect the changes we made to the list of exhibits. I also updated the Narrative to reflect those changes. The highlighted sections of the narrative need to be reviewed by you. There are some notes where additional information is needed (ex: UI info / Administrators memo etc). If the sections with colored font do not need to be update or have already been updated, can you please change the font to black?
Looks like this one is almost done!! ☺

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

Bernstein, Howard I - DWD

From:	Franks, William - DWD
Sent:	Monday, March 28, 2011 8:45 AM
To:	Peirce, Benjamin - DWD
Cc:	Lopez, Juan Jose - DWD; Duffin, Jamie - DWD; Haapakoski, Dana - DWD
Subject:	MOA UPDATE 2010-2012 MOA UPDATES
Attachments:	MOA 2010-2012_Element 4.doc; MOA 2008 Table of ContentsBF DH.doc

Ben - the Element # 4 Methods of Administration Narrative from the prior iteration and the Table of Contents (Exhibits 4) are what need to be reviewed and if necessary revised. Let me know if you need to see a hard copy. Otherwise the Exhibits describe your "public Information".

Also, if you have a current Limited English Proficiency Plan (soft copy preferably) and a current LEP Coordinator, that would be most helpful. I'll send you a copy of the recent transmittals, if you need them.

Again, thanks and let me know if you need anything more from us.
BF.

MOA
)12_Element 4.c

MOA 2008
e of ContentsBF

WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT 2008-2010 MOA

ELEMENT 4 - NARRATIVE

UNIVERSAL ACCESS
UPDATE HEADER

Unemployment Insurance:

UI does not have any of its offices in Job Centers. Since the fall of 1995, UI has delivered services to its customers, claimants and employers, through its Telephone Initial Claims (TIC) Interactive Voice Response (IVR) system. There are four (4) UI office locations: Madison, Milwaukee, Appleton and Eau Claire. The Madison and Milwaukee offices primarily receive in-bound calls from claimants filing initial claims or calling with questions. The Appleton and Eau Claire offices use out-bound calls to conduct fact finding telephone interviews. All UI applications are done by telephone. UI has Toll Free and TTY telephone access at all sites and their Madison and Milwaukee sites also have a regular telephone line. All TTY calls and service requests for individuals with hearing impairments are routed through the Madison office. All claimants receive a claimant pamphlet, the UCB -10, Exhibit 4A. A nondiscrimination statement is on the inside of the pamphlet. The UCB -10 pamphlet has also been translated into Hmong, Exhibit 4B and Spanish, Exhibit 4C. Examples of additional informational material from UI are included as Exhibits 4D through 4I.

In addition, UI has bi-lingual staff to communicate with Spanish and Hmong language speakers. Certified Languages International (CLI) is a company under contract with the department to provide oral interpretations for claimants, employers and other customers whose primary language is not English. During State Fiscal Year 2005, 1,069 hours of oral interpretations were provided. The 27 languages covered during that period were:

- Albanian
- Arabic
- Bosnian
- Burmese
- Cambodian
- Chinese Cantonese
- Chinese Mandarin
- Croatian
- Farsi
- French
- Hebrew
- Hindi
- Hmong
- Italian
- Japanese
- Korean

- Lao
- Polish
- Punjabi
- Russian
- Serbian
- Somali
- Spanish
- Tagolog (Filipino)
- Thai
- Urdu
- Vietnamese

WIA and Wagner-Peyser:

DWD and the One-Stop system exist to serve a broad range of customers through marketing efforts and other uses of partner resources. Such marketing efforts include public service announcements, community outreach, Resource Rooms in the Job Centers that provide comprehensive services and the development of posters, flyers and brochures that promote WIA Title 1 programs.

Universal access is already available through Wisconsin's one-stop centers. The DET Job Service Bureau's Wagner-Peyser services are delivered through Job Centers. The priority of service is described in the local plans. Local plans identify the target group as individuals at 200% of the poverty level, as determined by the Secretary of the Department of Labor. The "Employee Handbook on Language Interpretation and Translation Services," is an internal document DET developed to make it easier for staff to facilitate effective communication and increase access for our customers, Element 1, Exhibit 1K.

Bernstein, Howard I - DWD

From: Franks, William - DWD
Sent: Monday, March 28, 2011 6:43 AM
To: 'JK Wilkes'
Subject: RE: Do you want to speak at this event...?

Kathy -if you getme the details I can let you know. BF.

From: JK Wilkes [mailto:12jkwilkes17@charter.net]
Sent: Sunday, March 27, 2011 8:45 PM
To: Franks, William - DWD
Subject: Do you want to speak at this event...?

Hi, Bill.

I'm a volunteer with the labor fed's unofficially titled "Labor/Community Alliance." They want to do something special for the big day coming up on April 4.

Unions and other groups will be holding rallies linking the anniversary of Dr. Martin Luther King's assassination during the 1968 Memphis sanitation workers' strike with the labor dispute here in Wisconsin. Our group wants to host an evening event--a 7 p.m. showing of the film, At the River I Stand, preceded by an introduction, and followed by brief update of what's going on now and an audience q&a/discussion.

We're working on a location, preferably downtown.

You did such a great job at the forum at the Barrymore, I immediately thought of you to be a speaker. Sam Jordan is the leader of our group; she thought that was a good idea too. So, are you interested? Let me know ASAP. Call if you prefer.

Thanks.

Kathy Wilkes

276-5930 home