



SOUTHEAST MICHIGAN COMMUNITY ALLIANCE



ATTACHMENT E

SEMCA Issuance (SI): WIA 11-02

Date: August 29, 2011

To: One-Stop Workforce Development Contractors (OS-WFD)

Subject: Rapid Response Activities

Programs Affected: Workforce Investment Act Funded Programs

Rescissions: None

Background: Policy for Rapid Response Activities
Rapid Response activities encompass activities necessary to plan and deliver services to DW to facilitate a relatively quick and unencumbered transition to employment or training, following either a permanent closure or mass layoff, or a natural (or other) disaster resulting in a mass job dislocation. The state is responsible for providing rapid response activities, which are carried out by the Rapid Response Section (RRS) located within the WDASOM.

Each RRS staff member, called a Workforce Consultant (WC), is assigned a geographic territory with the responsibility for the coordination of rapid response activities between the state and the local area. A Worker Adjustment Retraining Notification (WARN) Act typically activates the RRS's intervention in plant closings and mass layoffs. The WARN Act requires employers with more than 100 employees to provide at least 60 days advance notice of a covered plant closing or mass layoff at a site where the plant closing/mass layoff will affect at least one-third of the workforce and a minimum of 50 employees.

The RRS monitors media reports and uses a network of local contacts, such as the MWAs, state and local economic development officials, the Michigan Economic Development Corporation, union officials, United Way and others to identify plant closings or layoffs.

References: The WIA of 1998
WIA Final Rule 20 CFR Parts 652, et al.
WDASOM PI 07-16C4

Policy: SEMCA and the Service Centers work jointly with the RRS staff to assist with and implement the on-going Rapid Response activities. They include the following:

- Initial Rapid Response meeting with the company and union officers (if applicable).
- Worker orientation meetings for employees. These meetings include presentations by MWA service providers and provide information on employment services; WIA-funded core, intensive, and training services; special population services (Michigan Rehabilitation services, Veterans' services); and local/community services (United Way, local community colleges, credit union counseling, etc.). Collaboration with other state agencies (e.g., Office of Retirement Services, Friend of the Court), are planned as needed. Michigan Unemployment Insurance Agency (UIA) representatives also participate in worker orientation meetings and provide information on how to file/claim unemployment insurance benefits.



- Establishment and organization of a Joint Adjustment Committee (JAC). A JAC is an ad hoc group of workers and managers who organize to provide adjustment services on behalf of the employees who are about to lose their jobs due to a plant closure or a mass layoff. The purpose of a JAC is to help displaced workers make a successful transition to a satisfactory job or training in the shortest possible time (reference Bureau of Workforce Programs Policy Issuance 06-12, "Establishment of Labor Management Committees also known as Joint Adjustment Committees (JACs) at Sites of Facility Closures and Mass Layoffs," issued September 26, 2006). SEMCA works closely with the Workforce Consultant for these situations. SEMCA also participates and acts as the fiduciary for the activities that this committee generates on behalf of the workers.

- State Adjustment Grants (SAGs) are additional increments to a local area's DW formula funding award to meet documented funding deficits. MWAs may request additional funding for a single or multiple dislocation events via SAG, following the application process outlined in Bureau of Workforce Transformation (BWT) Policy Issuance 08-01, change I, "Revised Rapid Response State Adjustment Grant (SAG) Application Instructions," issued September 29, 2010. The process includes review of the application and supporting documents (obligation and wait list reports) by both the WIA Section and the RRS, and negotiation with the MWA to finalize the award. The WDASOM reserves the right to award SAGs with specific terms and conditions, including an obligation to spend all or part of the SAG by the end of the Program Year in which it was granted.

- National Emergency Grants (NEGs) are another form of assistance provided through the RRS. NEGs are discretionary grants awarded by the Secretary of Labor to provide employment-related services for DW in specific circumstances. The RRS and local MWAs work together to develop the application and project design for a NEG in response to a dislocation event.

Action: Implement and distribute immediately to all OS-WFD staff.

Inquiries: Please direct questions regarding this policy to Susan Corey, Workforce Development Manager, at (734) 229-3515.

Expiration

Date: None

**Susan Corey, Workforce Development Manger
Southeast Michigan Community Alliance**