



Workforce Issuance

100 DCS 13.120

Policy Information

To: Chief Elected Officials
MassHire Workforce Board Chairs
MassHire Workforce Board Directors
MassHire Career Center Directors
MassHire Fiscal Officers
MDCS Operations Managers

cc: WIOA State Partners

From: Alice Sweeney, Director
MassHire Department of Career Services

Date: January 19, 2022

Subject: **Alternative/Reemployment Trade Adjustment Assistance Programs**

Purpose: To notify MassHire Workforce Boards, MassHire Career Center Directors, and other local workforce partners of guidelines for Alternative/Reemployment Trade Adjustment Assistance (TAA) benefits.

Background: The Trade Adjustment Assistance Program for workers was first established by the Trade Act of 1974 and has been amended numerous times. The current amendment is The Trade Adjustment Assistance Reauthorization Act of 2015 (TAARA 2015) signed into law by President Barack Obama on June 29, 2015. TAARA 2015 effects petitions starting January 1, 2014. The benefits are available under the program all over the United States.

Policy: This policy provides information regarding the Alternative Trade Adjustment Assistance (ATAA) Program and the Reemployment Trade Adjustment Assistance (RTAA) Program. These programs provide a wage supplement to eligible workers 50 years of age or over that supplement a portion of the wage difference between their new wage and their old wage from the TAA certified employment (up to a specified maximum amount and during a specified timeframe).

If the worker certification includes RTAA or ATAA certification:

Reemployment Trade Adjustment Assistance:	Alternative Trade Adjustment Assistance:
<ul style="list-style-type: none"> - Must be 50 years old or older at time of application. - Available to workers earning less than their Trade Cert employer and \$50,000 or less per year. - May receive up to \$10,000 over the course of a 2-year eligibility period (max amount and the worker's eligibility period may be reduced based on TRA weeks collected). - Application must be made within the individual's eligibility period. - Reemployed full-time or part-time employment with approved training. - New employment cannot be with the same division/facility from which he/she was separated. 	<ul style="list-style-type: none"> - Must be 50 years old or older at time of application. - Available to workers earning less than their Trade Cert employer and \$50,000 or less per year. - May receive up to \$10,000 over the course of a 2-year eligibility period. - Must be full time reemployed within 26 weeks of separation. - New employment cannot be with the same division/facility from which he/she was separated. - Workers must choose between TRA or ATAA. - ATAA participants are not eligible for any other benefits other than relocation allowances and HCTC. Receipt of ATAA prohibits eligibility for other benefits.

A/RTAA Application

Applications will be submitted in MOSES. Please ensure all new and old employment information is completed fully. MOSES will determine the employment to be included in the A/RTAA application. All full time and part-time employment must be included. Please refer to pages 87-104 in the TAA MOSES Training Manual For Career Center Staff.

Documents must be verified to confirm the following application requirements:

1. At least age 50 within eligibility period (verify with copy of driver's license, or birth certificate or passport, etc.)
2. Reemployment within 26 weeks of qualifying separation (verify with copy of job offer letter or check stub)
3. Not earning more than \$50K in wages from the reemployment. (If a paycheck has not been issued at the time of application, then a supporting statement from the employer indicating that annual wages are not exceeding \$50K must be submitted.)
4. Reemployed full-time as defined by state law (minimum of 37.5 hours per week; if less, employer must submit a letter with hours per week and verifying it meets the employer's policy of full time)

5. Cannot return to work from which was separated under the certification, (this means the worker cannot return to the same job at the same company/recall.)

A/RTAA Weekly Certifications

For weekly certification submission:

- Copy of the completed and signed Monthly Request Form (this Form can be accessed on the Monthly Certification tab in MOSES)
- All new employer's paystub(s) accounting for each week submitted

On a monthly basis, each week within the month must be submitted for processing for all employment included in the application. If the week starts within the month being submitted, it is to be included in that monthly submittal. When submitting weekly certifications:

- the total hours and gross wages for the week must be submitted. If more than one employer, then add all hours and gross wages together for submittal. When submitting gross wages for the week, all the following types of pay on the pay stub must be included:
 - Regular pay
 - Overtime
 - Shift differential
 - Paid sick or vacation time
 - Commission or Bonus Pay must also be included with regular wages for the week.

All paystubs must be kept on file with the signed Monthly Request Form.

Action:

Required: Please assure that all appropriate staff persons are knowledgeable of the content of this Policy Issuance and that they carry out related TAA activity in a compliant manner.

References: Subpart E - Reemployment Trade Adjustment Assistance § 618.500
TAA MOSES Training Manual For Career Center Staff -
<https://www.mass.gov/doc/taa-moses-training-manual-for-career-center-staff>

Inquiries: Please email all questions to PolicyQA@Detma.org Also, indicate Issuance number and description.