

UI Public Hearing - November 15, 2018

The Unemployment Insurance Advisory Council Public Hearing was held on November 15, 2018 via video conference in Madison, Eau Claire, Green Bay, La Crosse, Milwaukee, Superior and Wausau from 3:00 p.m. to 6:00 p.m. The department invited the public to submit written comments from August 31, 2018 through November 16, 2018. The attached chart summarizes a list of topics that were addressed in the comments received by individuals that participated in the public hearing process. The following information is a summary of the public hearing:

- 11 people attended the public hearing
 - 5 people registered and spoke
- 21 written comments were received via electronic or first-class mail.

Members of the public attended the hearing at the following locations:

Green Bay

Dept. Staff: Ray Bradley

UIAC Members: **Shane Griesbach**

Madison

Dept. Staff: Janell Knutson, Andy Rubsam, Patrick Lonergan

3 attendees

1 person registered and spoke

Milwaukee

Dept. Staff: Joe Redding

7 attendees

4 people registered and spoke

The following locations were staffed; however, no one appeared at the public hearing.

Eau Claire

Dept. Staff: Jeff Pawelski

La Crosse

Dept. Staff: Ken Adler

Superior

Staff: Technical College Representative

Wausau

Dept. Staff: Joe Handrick

Public Comment Topic Summary

| <u>Issue</u> | <u>No. of Comments</u> |
|-----------------------------|------------------------|
| Work Search Waiver – Recall | 9 |
| Work Search | 7 |
| Customer Service | 6 |
| UI Eligibility | 4 |
| Concealment/Penalties | 3 |
| General Comment | 3 |
| RES Session | 3 |
| 1-Week Waiting Period | 2 |
| ER Penalties | 2 |
| Seasonal Migrant Workers | 2 |
| Absenteeism/Misconduct | 1 |
| Able and Available | 1 |
| Approved Training | 1 |
| Benefit Claims | 1 |
| Educational EEs | 1 |
| ER Portal | 1 |
| Employment Transition | 1 |
| CCAP | 1 |
| Duration of UI | 1 |
| Fraud/Concealment | 1 |
| Partial Wage | 1 |
| Program Integrity | 1 |
| Online Claim Filing | 1 |
| Suitable Work | 1 |
| Taxing UI Benefits | 1 |
| UI Claimant Accountability | 1 |
| UI FAQ Brochure | 1 |
| UI Tax on Small Business | 1 |
| Wages | 1 |

UIAC PUBLIC HEARING SUMMARY - November 15, 2018

| No. | Law | Topic | Proposal/Comment Summary | Name | Date |
|-----|--|--|---|--|------------------------------|
| 1 | (a) DWD 127.02/ DWD 147 & 108.066 (b) 108.04(11) & 108.24(1) | (a) Work Search/ Seasonal Migrant Workers (b) Concealment/Penalties | (a) It is too difficult for migrant and seasonal farm workers to access UI. Wisconsin's migrant and seasonal farm workers have difficulties meeting the job search requirements and the department does not consider the labor market when determining if those efforts to find work are reasonable. This results in migrant and seasonal farm workers being discouraged from applying for UI or face large overpayment determinations. (b) Concerned about the severe punishments that have been in place for workers attempting to claim UI. | Rep. JoCasta Zamarripa WI 8th Assembly District | (PH) 11/15/18 |
| 2 | (a) 108.09(1) (b) 108.14(23) / DWD 120.01 (c) 108.14(21) (d) None (e) DWD 127.04 (f) DWD 127.01(2) | (a) ER Penalties (b) UI FAQ Brochure (c) ER Portal (d) Customer Service (e) Work Search (f) Work Search | (a) Impose penalties for ERs that do not participate in the fact finding process when a separation other than layoff occurs. (b) UI should post a FAQ brochure online for ERs outlining the basic UI rules for the ER's EEs. (c) Create an ER portal where ERs can communicate directly with the department online, not through mail or fax. (d) Improve UI customer service and attitudes of Adjudicators. (e) Allow work search evidence to be uploaded into claimant portal in case of audit. (f) Allow Workkeys test, testing for professional certification and approved computer skills training to count as a work search action and provide more examples of acceptable work search actions. | Amundson, Krista | (E) 11/15/18 (E) 11/16/18 |
| 3 | (a) None (b) DWD 127.07 (c) None | (a) CCAP (b) RES Session (c) ER Penalties | (a) Remove any cases from CCAP [online searchable court cases] where someone has not been convicted of a misdemeanor or felony. (b) Too many hoops to jump through to prove one is looking for a job and requiring a 4-hour class is unnecessary for some. (c) Hold ERs accountable for their actions and make it harder for ERs to fire good people. | Anonymous | (E) 10/01/18 |

UIAC PUBLIC HEARING SUMMARY - November 15, 2018

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|---|---|--|--|--|----------------------|
| 4 | <p>(a) 108.04(1)(bh), (g) & 108.24(1) (b) DWD 127.01(2) (c) DWD 147/108.066</p> | <p>(a) Concealment/Penalties (b) Work Search (c) Seasonal Migrant Workers</p> | <p>(a) Department should only allege concealment when there is clear, satisfactory and convincing evidence the claimant intentionally concealed important information. There are substantial penalties when concealment is found and 70% of cases were overturned because of the lack of "clear, satisfactory and convincing evidence." Many of the cases alleging concealment are often the result of confusion on the part of migrant farmworker and out-of-state claimants during the weekly claims process. (b) DWD excludes as a valid weekly work search a claimant who contacts an ER who is not hiring. Migrant workers who come to Wisconsin annually to work in canneries live in one of the poorest areas of the country with a high unemployment rate. It is very difficult for these claimants to meet the requirement of finding 4 ERs who are hiring each week. (c) If Wisconsin makes it difficult for migrant workers to qualify for UI benefits, they may be forced to work in other states, resulting in Wisconsin's agricultural food processing industry not having enough workers to sustain its operations.</p> | <p>Bauknecht, John United Migrant Opportunity Services/UMOS, Inc.</p> | <p>(L) 11/15/18</p> |
| 5 | <p>108.06(1)</p> | <p>Duration of UI</p> | <p>Reduce UI benefits to 4-8 weeks. Due to extreme industry worker shortages, an able-bodied person should have no problem securing employment.</p> | <p>Bauman, Scott Building Service Industrial Supply</p> | <p>(E) 09/14/18</p> |
| 6 | <p>108.02(15)(k)</p> | <p>UI Eligibility</p> | <p>ER seeks a UI exclusion in state law to mirror the federal law exclusion for students who work as camp counselors.</p> | <p>Chernov, Gabe Birch Trail</p> | <p>(PH) 11/15/18</p> |
| 7 | <p>(a) None (b) None (c) DWD 129.01 (d) None</p> | <p>(a) Customer Service (b) Customer Service (c) Online Claim Filing (d) Customer Service</p> | <p>(a) A 21-day wait to be assigned to an adjudicator is dangerous to people living paycheck to paycheck. (b) With unemployment rates so low, it doesn't make sense to have to assign people a certain day to call. It is difficult to fit in phone calls over a short lunch hour and then be told you called on the wrong day. (c) Should not require claimants to file online rather than to file by telephone. (d) Train DWD EE's better. Strong listening skills is key to helping people and providing accurate information when talking to claimants.</p> | <p>Cooper, Tawana</p> | <p>(E) 11/16/18</p> |

UJAC PUBLIC HEARING SUMMARY - November 15, 2018

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| 8 | <p>(a) 108.18 (b) 108.04 (c) 108.04(11)(g) (d) 108.14(23) (e) DWD 127.07</p> | <p>(a) UI Tax on Small Business (b) UI Claimant Accountability (c) Program Integrity (d) General Comment (e) Employment Transition</p> | <p>In consultation with the members of WI Independent Businesses (ERs with fewer than 25 EEs), the core principles to guide UI advocacy efforts include: (a) Reduce the UI tax burden on small employers. (b) Increase accountability on the part of UI claimants. (c) Improve program integrity and reduce the incidence of UI fraud. (d) Provide clarity to the enforcement of existing UI laws and regulations. (e) Transition UI claimants to gainful employment as quickly as possible.</p> | <p>Dake, Brian WI Independent Businesses</p> <p align="right">(L) 11/16/18</p> |
| 9 | <p>108.04(17)</p> | <p>Educational EEs</p> | <p>As an educational ER, adjudicators are applying UI law inconsistently resulting in some EEs appealing decisions that result in the EE receiving benefits. Concerns with the inconsistency of the UI law being applied by adjudicators and Administrative Law Judges.</p> | <p>Dillon, Lucretia Next Door Foundation</p> <p align="right">(PH) 11/15/18</p> |
| 10 | <p>108.04(1)(bh), (g) & 108.24(1)</p> | <p>Concealment/Penalties</p> | <p>The penalties are too harsh for people who make false statements or representations to obtain benefits for the level of education society has with understanding UI law. The fines are too high for people working low paying, part-time jobs.</p> | <p>Fowikes, Sarabi</p> <p align="right">(E) 10/14/18</p> |
| 11 | <p>(a) DWD 127.02 (b) 108.04(3)</p> | <p>(a) Work Search - Recall (b) 1-Week Waiting Period</p> | <p>(a) Get rid of work search requirements for seasonal EEs. (b) Allow claimants to get UI benefits the first week of unemployment.</p> | <p>Franda, Robin</p> <p align="right">(E) 11/13/18</p> |
| 12 | <p>DWD 127.02</p> | <p>Work Search - Recall</p> | <p>It is too difficult for seasonal EEs to find employment when laid off and there are limited ERs willing to hire short-term workers.</p> | <p>Gregg</p> <p align="right">(E) 11/07/18</p> |
| 13 | <p>108.04(2)(a)1. & DWD 128.01(3)</p> | <p>Able and Available</p> | <p>Personal situation where UI was denied because she was determined ineligible due to health issue.</p> | <p>Henke, Avis</p> <p align="right">(E) 11/15/18</p> |
| 14 | <p>None</p> | <p>Customer Service</p> | <p>It should not take 21 days for the department to determine if a person should receive UI.</p> | <p>Lewis, Soraya</p> <p align="right">(E) 09/30/18</p> |
| 15 | <p>108.05 & 108.205</p> | <p>UI Eligibility</p> | <p>Food servers and cocktail waitresses should add tips on that are not reflected in pay that is given from an ER for UI. A person should not have to wait 3 weeks to collect UI if income tax return with tip claiming is provided.</p> | <p>Unsigned - Email only</p> <p align="right">(E) 11/14/18</p> |

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|----|--|--|--|--|--------------|
| 16 | DWD 127.02 | Work Search - Recall | Filing UI is a hassle for seasonal EEs who have worked for an ER a long time and do not intend to work for another ER due to a temporary layoff. | Olson, Kyle | (E) 10/09/18 |
| 17 | DWD 127.02 | Work Search - Recall | Change UI law to make it easier for seasonal EEs to go back to work in the spring without making it so difficult during winter months. | Olson, Tasha Olson Toon Landscaping | (E) 11/15/18 |
| 18 | DWD 127.02 | Work Search - Recall | In far northern Wisconsin, most businesses are shut down over winter. As an ER, he receives multiple calls and letters from laid off EEs looking for work as required to satisfy the work search requirements, but his own EEs are already laid off. Rules for seasonal EEs need to change. | Peterson, Bill | (E) 11/06/18 |
| 19 | (a) DWD 127.02 (b) DWD 127.07 (c) DWD 127.02 | (a) Work Search - Recall (b) RES Sessions (c) Work Search - Recall | (a) Has had seasonal job for 20 years and will return to work after winter months. (b) Does not want to sit in 4-hour RES session. (c) Last year, UI withheld benefit checks because his ER did not call DWD to state he would be rehired. Wants to know what to do to make sure that doesn't happen again this year. | Peyton, Dick | (E) 10/12/18 |
| 20 | (a) 108.04(5)(e) (b) DWD 127.02 | (a) Absenteeism/Misconduct (b) Work Search - Recall | (a) The department should advocate for deletion of the statutory language that allows an ER to adopt its own absenteeism policy that is more strict than the "default" standard in the misconduct statute. (b) Changes in the job search requirements for seasonal EEs continue to create hardship on ERs and EEs. Requests DWD to return to original work search rule before the 2015 changes. | Roehre, Claire Hawks Quindel S.C. | (E) 11/15/18 |

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|----|--|--|---|---|---|
| 21 | <p>(a) DWD 127.07 (b) None (c) None (d) 108.05 (e) DWD 127.01(2) (f) DWD 127.01(2) (g) DWD 127.01(1) & 108.04(8) (h) 108.04(16) (i) DWD 127.04 (j) None (k) None</p> | <p>(a) RES Session (b) General Comment (c) Customer Service (d) Partial Wage (e) Work Search (f) Work Search (g) Work Search & Suitable Work (h) Approved Training (i) Work Search (j) General Comment (k) Wages</p> | <p>(a) RES meeting should take place earlier in the UI process and participants should be notified that RES counts as 4 work search activities and other mandatory meetings count as one. (b) Require additional meeting between claimant and DWD after claimant has been on UI to address additional questions. (c) Allow special circumstance situations to be handled by someone who has authority to make decisions. (d) Explain the impact of working part-time, the partial wage calculator and when to skip filing so claim is not held. (e) Allow claimants who call ERs inquiring about job opportunities to be considered a job search. (f) Give credit for volunteering and participating in professional networking groups as job search. (g) Requiring 4 "valid work searches" per week wastes job seekers and ERs' time for jobs that do not meet requirements for hours, wages, location. (h) More trainings than the currently acceptable DWD trainings should be allowed so claimants are not deemed unavailable for work. (i) When audited, claimant is instructed not to input more than required for four work searches, so the option to enter more should be removed. (j) More consideration should be taken for assisting people with the needs or obstacles they are facing. (k) Wages are not on track for the cost of living.</p> | <p>Roettger, Heidi (E) 11/10/18</p> | <p>Shlensky, Andy North Star Camp (PH) 11/15/18</p> |
| 22 | <p>108.02(15)(k)</p> | <p>UI Eligibility</p> | <p>ER is seeking a UI exclusion in state law to mirror the federal law exclusion for students who work as camp counselors.</p> | <p>Shlensky, Andy North Star Camp (PH) 11/15/18</p> | <p>Shlensky, Andy North Star Camp (PH) 11/15/18</p> |
| 23 | <p>108.04(1)(g)</p> | <p>Fraud/Concealment</p> | <p>Each year, the company hires EEs who go through the entire hiring process and end up quitting after 2 days or do not show up at all on the first day. Would there be interest in having ERs submit the names of these individuals to UI?</p> | <p>Sprenger, Christine ANEW Health Care Services, Inc. (E) 10/19/18</p> | <p>Sprenger, Christine ANEW Health Care Services, Inc. (E) 10/19/18</p> |

UIAC PUBLIC HEARING SUMMARY - November 15, 2018

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|----|--|---|---|---|---------------|
| 24 | (a) DWD 127.02 (b) 108.135 (c) 108.04(3) | (a) Work Search - Recall (b) Taxing UI Benefits (c) 1-Week Waiting Period | <p>(a) Seasonal EEs should be getting UI longer than 12 weeks before having to start weekly job searches. ERs risk losing long-term EEs to other ERs.</p> <p>(b) ERs pay tax on UI and the EEs also pay tax on UI. Isn't this double dipping?</p> <p>(c) Why is there a 1-week waiting period for EE to receive UI?</p> | Stegall, Nadene Marshall Excavating & Septic Installation, Inc. | (L) 10/22/18 |
| 25 | 108.09(2)(c) | Benefit Claims | <p>A claimant that files for UI but fails to respond to adjudicator inquiries is allowed up to two years to call the adjudicator back without showing good cause for failing to respond to the initial inquiry. As a temporary help company, with temporary relationships with EEs and ERs, it is onerous for an ER to answer questions about a separation that occurred two years prior.</p> | Tymn, Joseph ABR Group Services | (PH) 11/15/18 |
| 26 | 108.04(2) | UI Eligibility | <p>The stress of trying to pursue UI during seasonal layoff caused her to lose her job. Department should give consideration to people who are prevented from working full time when applying for benefits.</p> | Zillges, Deborah | (E) 11/15/18 |

From: Krista Amundson <amundsonk@gmail.com>
Sent: Thursday, November 15, 2018 8:10 PM
To: DWD MB UI LAW CHANGE
Subject: 2018 Public Hearing

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Blue Category

Hello Ms. Knutson,

I am writing to give feedback about Wisconsin's Unemployment Insurance process. I actually am in a unique position. I am an HR professional that has dealt with UI claims on the ER side, I worked for the Eau Claire Unemployment Hearing Office last year as an LTE, and unfortunately, I was recently a part of a reduction-in-force at my last job at Hutchinson Technology, so I am now a claimant. I have experienced Wisconsin's UI law from almost all angles, and I would like to give feedback on all sides.

Starting with my experience as an HR professional, I think that there should be penalties for employers that do not participate in the fact-finding process when a separation other than layoff needs to be investigated. At the very least, it should be more well known that if they choose not to participate, and a claimant therefore is given benefits that they are not entitled to, and it affects other employers' accounts, that the non-participatory ER will be responsible for the erroneous charges to the other ER's accounts. I also think that there needs to be more done to dispel the myth that ER's get to decide whether or not someone gets benefits. There are so many employers that do not understand that the law dictates that, not them. Additionally, it would be helpful for ER's for UI to put a FAQ brochure online for employers to print to give employees, outlining the basic rules to UI, like the \$500/32 hour rule, when they need to file by, who to call if they need help, etc. I understand that there is a ton of info on the website already, but it is not in a format that highlights the basics in an easy-to-understand, printable format. Finally, there should also be an employer portal, where ER's can communicate directly with the State online, not through fax or mail. I know one may use SIDES, but that is clunky and time-consuming. A streamlined program from the State of Wisconsin would be much more beneficial.

Moving onto the standpoint of someone who worked for UI, I think that customer service should be more of a priority for claimants and employers alike, but especially claimants. I get that there are some people that play the system, but overall, the claimants are not the enemy. The poor customer service is evidenced by the outrageous wait times when claimants call in, (but the employer hotline is answered in a couple of rings), not being clear on the number to call to get assistance, not posting the adjudication centers' phone numbers or street addresses, and the legalese that is not easily understood by the average person in documents (which would not present as much of a problem if the claimants could easily contact someone who could help explain it to them). Finally, I think if nothing else changes, top priority should be an attitude change on the part of the adjudicators. As HR and as a claimant, I have found many adjudicators to be rude, impatient, and condescending. It's bad enough when you lose a job, being treated as a bum is just pouring salt in the wound. I think this piece alone would go along way to improve the UI process. (As a sidebar, I do want to mention that I did enjoy my time with DWD and loved the people I worked with. There is an amazing team at the EC Hearing Office.)

Finally, as a claimant, other than the items I mentioned in the paragraph above, I think it would be nice to be able to upload your work search evidence to the claimant portal in case of a work search audit or at least be able to send it in an email to the adjudicator. That way screenshots and the pictures of evidence can be sent more easily. Also, providing more examples of what constitutes a work search action would be helpful, including taking into account prospecting for jobs, since something like 70% of jobs don't even make it to a posted ad.

I think that concludes my feedback on improving the UI system. I hope that hearing from someone that has seen it from almost all sides is beneficial to you and the department. I am glad that there is an opportunity like this to give feedback (I wonder though how employers or anyone that was not drawing UI heard about this to give their point of view?) Please do not hesitate to reach out to me if you have any questions, comments, or concerns regarding the content email. I can be reached at amundsonk@gmail.com or by phone at 715-505-0028.

Thank you for your time and consideration.

Regards,

Krista A. Amundson

From: Krista Amundson <amundsonk@gmail.com>
Sent: Friday, November 16, 2018 4:43 PM
To: DWD MB UI LAW CHANGE
Subject: 2018 Hearing-Additional Feedback

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Blue Category

Hello again Ms. Knutson,

After attending Job Club at the Eau Claire Job Center today, I have a few more suggestions to improve UI, in the area of work search requirements. Namely, educational participation to satisfy work search requirements:

- The Workkeys tests count as a work search action, but the classes required prior to taking it are not. There should be some credit given for those classes, even if it is one work search action for the week.
- Testing for professional certifications should be counted as a work search action. They improve marketability, and some professions, like mine, require them most of the time now.
- Approved computer skills training should be allowed to count as work search actions. They are a necessary skill now in the workplace, and there are many displaced workers that are lacking them, especially older workers who were not raised with them.

I understand that the State wants people off UI and back onto to work as soon as possible, but sometimes education and building of new skills are needed before people can do that. Just because it isn't an application to a job, it does not make these actions any less of a job search function.

Just my two cents. Again, thank you for the opportunity to give this feedback, and for your time and consideration.

Regards,

Krista Amundson

From: [REDACTED]
Sent: Monday, October.01, 2018 8:39 AM
To: DWD MB UI LAW CHANGE
Subject: Public Hearing Comments

Follow Up Flag: Follow up
Flag Status: Completed

Hello,

I have two anonymous suggestions.

1.) Remove any cases from the online searchable court cases where someone hasn't been convicted of a felony or a misdemeanor.

I'm not a criminal and I follow the law- but any employer CAN AND WILL search that database and exclude you from potential job opportunities- even though they aren't supposed to. And how do you even prove it when it happens? You can't.

It's not the public's business and it not an employer's business. You're making it harder for people to find work.

2.) I have my Masters degree in Business. I have an undergraduate degree in Nursing. The ridiculous time consuming hoops I jump through to "prove" I'm looking for a job are ridiculous. \$370/wk doesn't cover my bills and no one is looking harder for my job than me. As opposed to making people sit in some 4 hour class- where I can assure you that people like myself who have been working since 14 will get nothing from it- I'd love to see you hold former employers accountable for their actions. I was fired without cause and they refused to provide you with the paperwork you requested. I was never in any sort of disciplinary action. I was firing for speaking up against my boss who was asking me to do illegal things, such as reduce hours or terminate those based on age and pregnancy.

Why don't you make employers do the work? My former employer has lots of discrimination claims against them, but no one holds them accountable. Why don't you make it harder for employers to fire good people?

I hope to be off of unemployment soon, but these are two considerations I truly think limit someone's ability to find a new job.

Please submit these as anonymous suggestions as I am trying to limit internet visibility while I look for a new job. If you're unable to, then forget my comments.

Thank you.

Sent from my iPhone

UMOS

Building Better Futures

Maria Watts
Board Chair

Meeting Address: P.O. Box 04129 • Milwaukee, WI 53204
Corporate Offices: 2701 S. Chase Avenue • Milwaukee, WI 53207 • (414) 389-6000 • Fax: (414) 489-0216

Lupe Martínez
President &
Chief Executive Officer

TESTIMONY

UNITED MIGRANT OPPORTUNITY SERVICES/UMOS INC.

Public Hearing on Wisconsin's Unemployment Insurance Program

To: Department of Workforce Development

November 15, 2018

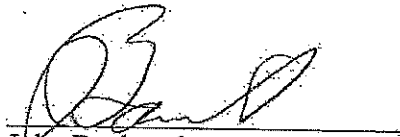
Over 11,000 claimants were accused of concealment in 2014. When appealed, over 70% were overturned, and another 8% remanded. It would appear that the Department is alleging concealment in many cases where a more thorough review of the evidence does not support that finding. However, only a small percentage of concealment findings were appealed (less than 500). Short appeal deadlines and claimants not being aware of the considerable penalties may account for this. Those penalties include forfeiture of future benefits that can amount to thousands of dollars for an overpayment of only a few hundred dollars, as well as 40% of the overpayment and possible criminal charges.

Given the substantially greater penalties that apply when concealment is found, the Department should only allege concealment when the evidence is clear. The statutory standard is "clear, satisfactory and convincing evidence." *Kamuchy v. Trzesniewski*, 8 Wis.2d 94 (1959). Where over 70% of concealment findings that are appealed are overturned, clearly this standard is not being applied.

The department should not allege concealment without first having clear, satisfactory and convincing evidence that the claimant, in fact, did intentionally conceal important information. Many of the cases in which concealment is alleged result, in fact, from confusion on the part of migrant farmworker and out-of-state claimants during the weekly claims process.

The Department now interprets the work search requirements to mean that contacting an employer who tells the worker that it is not hiring cannot be included as one of the weekly contacts that are required. This interpretation of the work search requirement can have the effect of precluding a valid work search for claimants who live in areas of high unemployment or rural areas with few employment opportunities. This significantly adversely affects migrant farmworkers from south Texas who come to Wisconsin annually to work in canneries. The reason why south Texas is the most reliable source of this workforce is because the Rio Grande valley where these workers come from is one of the poorest areas of the country and has an unemployment rate that is generally among the highest in the country. This makes it very difficult for them to meet the requirement of finding 4 employers each week who are hiring at that time. If there were plentiful jobs there, these workers would not travel 1,500 miles to take seasonal jobs that require them to work 12 hours a day for 6-7 days a week. These workers often

rely on other seasonal work to make ends meet, but those jobs may not be immediately available when their food processing work in Wisconsin ends. If Wisconsin makes it difficult for them to qualify for UI benefits, they may be forced to go to other states to find work. Therefore, Wisconsin's agricultural food processing industry may not be able to find the workers that are required to successfully sustain its operations.



John Bauknecht
Corporate Attorney
United Migrant Opportunity Services/UMOS Inc.

4/15/2018
Date

From: Scott Bauman

Sent: Friday, September 14, 2018 12:33 PM

To: 'uilawchange@dwd.wisconsin.gov'

Cc: 'rep.allen@legis.wisconsin.gov'; 'rep.brandtjen@lrgis.wisconsin.gov'; 'rep.duchow@legis.wisconsin.gov';
'rep.horlacher@legis.wisconsin.gov'; 'rep.hutton@legis.wisconsin.gov'; 'rep.knodl@legis.wisconsin.gov';
'rep.kooyenga@legis.wisconsin.gov'; 'rep.kuglitsch@legis.wisconsin.gov'; 'rep.neylon@legis.wisconsin.gov';
'rep.ottj@legis.wisconsin.gov'; 'rep.sanfelippo@legis.wisconsin.gov'; 'rep.steineke@legis.wisconsin.gov';
'rpe.vos@legis.wisconsin.gov'

Subject: PUBLIC COMMENT

I believe Unemployment Insurance benefits should be cut off at 4-8 weeks MAX. Given the current environment of extreme industry worker shortages, any able bodied person has NO good reason for not securing a job. Recent headline: "Restaurant industry has nationwide labor shortage", trucking industry is hurting for drivers, the "trades" are begging for more workers. Another example, ABC of Wisconsin's apprenticeship program has record enrollment, highest number since launched in 1987. ABC offers apprentices paid on-the-job and in-class training for 3 to 5 years while working in their selected trade. A few weeks to get back on their feet with a new job is understandable for someone who is unemployed but the number of weeks needs to be substantially reduced! Scott Bauman, Waukesha, WI



Building Service Industrial Supply

1710 S. 106th St.

Milwaukee, WI 53214

Ph: 414-453-5551

Cell: 414-322-1737

Fax: 414-453-1199

From: Tawana Cooper <trcooper60@gmail.com>
Sent: Friday, November 16, 2018 2:55 PM
To: DWD MB UI LAW CHANGE
Subject: E-Mail From Law Change Suggestions Web Page

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Blue Category

I do have some comments regarding the Department of Workforce Development and the way it handles its processes and clients.

I recently became unemployed and I'm just really somewhat disturbed by a few things:

1. The fact that there's a 21-day long wait for a claim to be assigned to an adjudicator is absolutely ridiculous! Do you not realize that there are people such as myself that live paycheck-to-paycheck and having that long of a wait is dangerous! That's why there's homeless people because you guys take your damn times. There's no reason for that! And in addition you have that one week waiting. Which is not right or Fair! What is wrong with you? You need to change both of those because it's not right I have not received payment yet. I am struggling waiting for my payment.
2. I remember years ago I believe it was around 2010 when the economy was in the toilet and that was the last time that I was on unemployment. At that time, because of the state of the economy even Wisconsin who normally enjoys a very low unemployment rate, had a very high unemployment rate at that time. So when I would call I would expect the long wait times, it made sense. However now when the unemployment rate is as low as it is why is it that you feel a need to assign people to certain call days? That is absolutely ridiculous! Your car volume cannot be that high, high to the degree that you have to do that! If it is maybe you need to hire more people! Isn't that ironic? I was not told about this stupid system that you have and I am in an attempt to bring some money in, I am currently working a part-time job. I have lots of things to take care of over the half hour lunch that I get including trying to eat. So when I finally get a chance to call you people and I get through I'm told that it's not my day to call?? What kind of nonsense is that and how do you get away with? That too needs to change.
4. What's with the requirement of people not being able to call in if they want to apply over the phone? I believe that most people in this day and age do welcome the opportunity to do things online when they can but there are other people who even if they can they would prefer to talk to somebody and I think it's wrong of you to make that a requirement! I couldn't believe what I had heard-- I was just so flabbergasted and just so unbelievably annoyed at that! What is wrong? What are we coming to when you do not want to talk to other people? When you're forcing technology on people who don't want to have any part of it and don't give me the crap that it's 2018 and "get used to it" at or "get board with it", no! Stop that! When somebody is unemployed, when they become unemployed suddenly sometimes you just really need to talk to another human being who can answer their questions about what's going to happen in this process. That alone would alleviate a lot of other phone calls like the ones I had to make afterwards because I still have questions and that weren't answered when I applied online.

3. Lastly you need to choose better train your employees. Strong listening skills are key and some of your people are definitely lacking that. When I hear somebody robotically reciting information to me, as if they have it memorized and it's obvious that when a question is asked you throw them off their little script. I'm not saying that you would have given them an official script but they've created one of their own possibly and they are so stuck in it that they don't hear the person on the phone and what they're actually saying or asking. That is so annoying! Get some training for them where they are taught how to become good listeners, better yet just hire people who do have good listening skills and have some kind of pre evaluation test before you hire them to test their listening skills! That is the worst thing anybody in any customer service department can do is be a poor listener!

Also make sure they know the information and they're giving out accurate information. So overall what I'm saying is train your people better! If you've got to bring in a trainer, customer service trainer that can go over all those basic vital customer service skills, bring somebody in a couple times a year as a refresher because it's badly needed!

Overall as a department's I would give you a grade as a c minus. You treat people like crap because you can, because you're part of the government and you feel that you can tell people anything and make them do anything and that's not right!

You really need to do better. You need to put yourselves in the shoes of those of us who are relying on unemployment benefits to try to pay our bills. I'm hoping that you take my suggestions seriously and really consider them and come up with some acceptable Solutions. You really do need somebody from the outside to help you with this because you cannot police or monitor yourselves effectively. You are unable obviously it seems, to come up with policies that make things better for the people that you serve rather than only thinking about yourselves.

I do applaud you for making this opportunity available, do you have a voice so now that you have this from myself and other people what are you going to do with it? Please don't let it be just for show. It's a good start but it means nothing if you don't mean it, that you really want to make things better and take some action.

Thank you,

Tawana Cooper



**THE LEADING VOICE
FOR WISCONSIN SMALL
AND INDEPENDENT BUSINESSES**

November 16, 2018.

Janel Knutson
Chair
Unemployment Insurance Advisory Council
P.O. Box 8942
Madison, Wisconsin 53708

Dear Ms. Knutson:

Wisconsin Independent Businesses (WIB) was formed to provide small, independent businesses with an effective voice in the state government decision-making process.

The vast majority of our members own and operate businesses that fit within the recognized definitions of a small business – fewer than 25 employees and/or annual gross revenues of less than \$5 million. We represent local service sector providers, hometown manufacturers and Main Street retailers.

In consultation with our members, we have developed a set of core principles to guide our Unemployment Insurance (UI) advocacy efforts. They are:

- reduce the UI tax burden on small employers;
- increase accountability on the part of UI claimants;
- improve program integrity and reduce the incidence of UI fraud;
- provide clarity to the enforcement of existing UI laws and regulations; and
- transition UI claimants to gainful employment as quickly as possible.

We look forward to working with the Unemployment Insurance Advisory Council, the Department of Workforce Development and state lawmakers on meaningful reforms to Wisconsin's UI program which are consistent with these principles.

Thank you in advance for your consideration.

Respectfully,

Brian Dake
Legislator Director
Wisconsin Independent Businesses

WIB...Helping you where you need it.

PO Box 2135 | Madison, Wisconsin 53701 | 800-362-9644 | www.wibiz.org

From: Sarabi Fowlkes <sarabilove151@gmail.com>
Sent: Sunday, October 14, 2018 4:44 PM
To: DWD MB UI LAW CHANGE
Subject: Law Suggestion Changes :Penalties

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Blue Category

Hello,

Please take a look at the penalties imposed on individuals. Statue 108.24 (1) Any person who knowingly makes a false statement or representation to obtain any benefit payment under this chapter, either for himself or herself or for any other person, shall be fined not less than \$100 nor more than \$500 or imprisoned not more than 90 days or both....The penalties are way too harsh for the level of education society has with understanding unemployment law. Not too mention, the penalties do not make sense for people looking for work and taking low paying jobs (in particular part-time jobs with low pay) to make ends meet. How can you punish so harshly for people trying to find a way to make ends meet. The penalties are too harsh and too extreme for the amount of monies people actually receive when working low paying part-time jobs. This needs to be reviewed. Most of the people in this position are single moms or dads with good work ethic wanting to maintain a household. The alternative is welfare and/or more time to find a job and these options are disgusting for the State of Wisconsin. I know there is more brain power there to come up with different ways to make it easier on society out of work. More options, more programs....more intangible thinking.

For more insight, please feel free to contact me at the email listed below.

Sarabilove151@gmail.com.

From: robin franda <irenel7149@gmail.com>
Sent: Tuesday, November 13, 2018 10:06 AM
To: DWD MB UI LAW CHANGE
Subject: E-Mail From Law Change Suggestions Web Page

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Blue Category

My suggestions are:

get rid of work search for seasonal employment where the employee is a family member of the business and returns year after year or a seasonal area that an employee returns year after year.

do not take away the first week of unemployment - ONE: the employer pays in for every week, do they get a break? TWO: employees depend on their weekly paycheck especially living week to week on that paycheck

In other words - go back to the way it was - it worked....

thank you -
robin franda

From: sandy brown <sandrabrown76@hotmail.com>
Sent: Wednesday, November 07, 2018 10:58 AM
To: DWD MB UI LAW CHANGE
Subject: Public Hearing Comments

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Blue Category

My name is Gregg, I'm 70 years old and on social security, in order to supplement my ss I took a part time job, which just happens to be seasonal I live out in rural Holcombe where there is not many jobs to choose from. When employers hear that you only can take jobs for a short time they don't want to hire you also age has been a factor in decisions. I think it's wrong that unemployment has been so hard to get now as I depended on this to get me through the winter. This law must be changed back for seasonal workers. Please reconsider, so many of us are losing our unemployment because of this and that just is not fair.

From: Avis Henke <avishenke@att.net>
Sent: Thursday, November 15, 2018 11:13 AM
To: DWD MB UI LAW CHANGE
Subject: Unemployment Insurance Advisory Council

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Blue Category

Dear Janell Knutson, Chair;

After contacting an attorney and exhausting all the resources available to me, I stumbled across this notice on a job board. I have personally been negatively affected by the unemployment laws and have little recourse but to live on social security alone, until I find suitable employment.

I was fired from Goodwill in May 2018 due to excessive clerical errors on the cash register, and left full time employment there seeking unemployment benefits which I easily received. After several months I was diagnosed with developing cataracts which I reported to the unemployment office with the intent to be transparent in my intention to try to find part time work instead of full time. It was then my benefits terminated in spite of the fact that I was eligible to receive them until May 2019.

Currently, I am 66 years old, single and the only income I have is social security. This has put an unbelievable hardship on myself as I want to stay in my home after thirty years of living independently. There needs to be a change to the law so that people like myself are given the benefit until the proper transition is made. Please consider my interest in this matter and respond to me with the outcome of this hearing. I'm hoping that enough people who have been touched by this indiscretion will come forward and voice their complaints and their concerns will be addressed.

Thank you for listening,
Avis Henke
414-534-0930

From: Soraya Lewis <sorayajlewis1980@gmail.com>
Sent: Sunday, September 30, 2018 9:51 AM
To: DWD MB UI LAW CHANGE
Subject: Public Hearing Comments

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Blue Category

I just want to say I don't understand why it takes so long for you all to decide weather or not a person should receive their unemployment it takes you all 21 days or more to make a decision on weather or not a person should get their money that they work for and I just don't think that is fair and it crazy because it easy for you all to tell a person like me no I will not be receiving my unemployment not even taking into consideration that we have families and landlords that's not gonna want to hear well you gotta give me a month before I can pay my rent or tell my child well you gotta wait a month before I know if I could feed you. It's just not fair

From: mojoes69691@gmail.com
Sent: Wednesday, November 14, 2018 10:14 AM
To: DWD MB UI LAW CHANGE
Subject: Public Hearing Comments

Follow Up Flag: Follow up
Flag Status: Flagged

I would like the rules change for servers food servers cocktail waitresses because we need to add tips on that are not reflected in our pay that we get from her employer for our unemployment and it takes a long time to go through when we pay our taxes on it and we file it with our income tax return I think it should be added on with our unemployment benefits without having to do the waiting period of three weeks as long as we provide our income tax return with our unreported tip income or have a question on our initial claim application stating if there's an unreported tip income we have from the IRS that we need to report to you that would make it quite easier since I have to go 6 weeks usually without any income because I do live on my tips in order to get my unemployment
Sent from my Verizon LG Smartphone

From: Kyle Olson <kyleolson1977@gmail.com>
Sent: Tuesday, October 09, 2018 7:56 PM
To: DWD MB UI LAW CHANGE
Subject: Public Hearing Comments

Follow Up Flag: Follow up
Flag Status: Completed

One of my main concerns is that this system that was available to seasonal and or people whom get laid off during winter such as trades and or construction trades/business that do not work full time during winter months or summer months is a Hassel for us. I have worked for the same company for 10 years and make an excellent living but am laid off in summer months so I collect UI but it's such a Hassel because I have to search for jobs and work I'm never gonna take or do cause I already have a full-time Management position I have held for 10years now. The only difference between conventional 40 hour per week employment and my employment is I make my yearly salary in a 4 1/2 month period in which I work 1600-1900 hours. It's just a hassle with the current system and am sure it's to keep fraud and or lazy people working but there has to be a way that companies whom.gire full-time seasonal or such as construction equipment operators can file weekly under am easier format.

Thank You.

From: Tasha Olson <Tasha@olsontoon.com>
Sent: Thursday, November 15, 2018 10:51 AM
To: DWD MB UI LAW CHANGE
Subject: Public Hearing Comments

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Blue Category

Thank you for the opportunity to write this on behalf of our over 100 seasonal employees. I would like to see the UI law change so that it helps the seasonal worker and makes it easier for them through the winter months. Most of our employees stop full time work in December and start up again in April. Some of them just are outside the 12 week (with extension) period. For the employees that are working doing snow removal at all hours of the day/night and want to come back to work for us in the spring shouldn't be having such a hard time collecting unemployment each year. It's so hard with snow because it's hit and miss and you don't know if they will go more than 2 weeks with no hours. So to sign up as currently working doesn't always work for them either. Somehow I'd like to just see something done for the seasonal employee that is trying.

I think great strides have been made with the unemployment to help get people out working and not let them just sit home and "milk the system".

Thanks for your time!

Sincerely,
Tasha



Tasha Olson
Vice President- Owner

3570 Pioneer Road
Verona, Wisconsin 53593
(608) 827-9401
www.olsontoon.com
an equal opportunity/affirmative action employer



From: Bill Peterson <billpeterson@apostleislandsmarina.com>
Sent: Tuesday, November 06, 2018 9:31 AM
To: DWD MB UI LAW CHANGE
Subject: Changes to UE Law

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Blue Category

A few years ago the rules for seasonal workers changed, forcing them to look for work after 8 weeks. Up here in the far northern part of the state, we basically shut down for the winter. Requiring laid off workers to look for work during seasonal layoffs is a waste of time on both the workers and the employers in the area. There are no off season jobs that they qualify for. We at Apostle Islands Marina get phone calls and letters of laid off workers doing their required job search when our employees are laid off. Rules for seasonal workers need to change.



Bill Peterson 715-779-5661

From: Richard Peyton <dandspeyton@yahoo.com>
Sent: Friday, October 12, 2018 6:59 AM
To: Lonergan, Patrick K - DWD
Subject: Re: advisory council

I have tried to express my concerns with the unemployment department thru email but I do not get thru. the email comes back not accessible. so hear is my problem. I work in a seasonal job iam 77 years old. I am off 12 to 15 weeks a year and have had this same job for 20 years. why should I have to apply for jobs every week when nobody wants a 77 year old man for just a few weeks in the winter . why should I have to spend 4 hours in a meeting on how to find a job. I have been at the unemployment department and they agree but say the rules are the rules. last year I had to contact the governors office to get my checks because unemployment said I did not have my employer call and say I was going to be rehired, but my employer had called. please advise me how I can avoid this problem this year. I wanted to come to your informational sessions but could not get a schedule of where they are at. the paper had a email address which was not accessible. please help me as I need my checks every week to live on. thank you dick peyton



Hawks
Quindel S.C.
ATTORNEYS AT LAW

MILWAUKEE OFFICE
222 E. Erie Street, Suite 210
P.O. Box 442
Milwaukee, WI 53201-0442
PH: 414-271-8650 FAX: 414-271-8442

TO: Janell Knutson, Chair: UILawChange@dwd.wisconsin.gov

FROM: Attorney Claire G. Roehre, Hawks Quindel S.C.

DATE: November 15, 2018

RE: 2018 Unemployment Insurance Public Hearing

Employer's Absenteeism Policy vs. Wis. Stat. §108.04(5)(e)

Wis. Stat. §108.04(5)(e) reads: (5) Discharge for misconduct. An employee whose work is terminated by an employing unit for misconduct by the employee connected with the employee's work is ineligible to receive benefits..."misconduct" means one or more actions or conduct evincing such willful or wanton disregard of an employer's interests as is found in deliberate or disregard of standards of behavior...in addition, "misconduct" also includes...(e) Absenteeism by an employee on more than 2 occasions within the 120-day period before the date of the employee's termination, unless otherwise specified by his or her employer in an employment manual of which the employee has acknowledged receipt with his or her signature, or excessive tardiness by an employee in violation of a policy of the employer that has been communicated to the employee, if the employee does not provide to his or her employer both notice and one or more valid reasons for the absenteeism or tardiness.

The Department's position is that the plain language of Wis. Stat. §108.04(5)(e) allows an employer to adopt its own absenteeism policy that differs from the actual policy as set forth therein. The most recent case ruling, *Wis. Dep't of Workforce Dev. v. Wis. Labor & Indus. Review Comm'n*, 382 Wis. 2d 611 ("Beres"), puts employees at a complete disadvantage. The Court in *Beres* adopted the position that any termination for the violation of that employer's absenteeism policy will therefore result in disqualification from receiving unemployment

compensation benefits *even if* the employer's policy is more restrictive than the actual policy as set forth in the statute. *Id.*

Essentially, the Department may now deny unemployment compensation to employees after a *single* absenteeism incident. This type of denial hardly rises to the level of misconduct and the Department should advocate for deletion of the statutory language that allows a provision in a handbook to override the statutory standard.

Winter Work Search Requirements

Previously, employees collecting unemployment insurance benefits who were expected to be recalled to work were exempt from certain requirements to conduct job searches. However, in 2015 the Department restored the waiver limits and employees who are collecting unemployment insurance benefits are required to conduct at least 4 weekly work search actions *unless* the department provides a waiver. Employees who are reasonably expected to be recalled and will be returning to employment within 8 weeks of an initial claim are eligible for a work search waiver. If granted, which has become increasingly difficult to receive, a waiver would allow employees to be paid unemployment without conducting the required work searches. This waiver period may be extended an additional 4 weeks with verification from the employer but may not exceed a total of 12 weeks.

To this day, the changes in the job search requirement continue to create hardships for both employers and employees. For the long-term seasonal employee it forces them to choose between not receiving any benefits during the duration of the layoff period or find a job and risk losing the ability to receive future UI benefits if they decide to initiate the quit to return to their seasonal employment. For the employer, this change increased the loss of skilled, dedicated, long-term seasonal employees. Employers invest a great deal in developing and training their employees. Losing employees because of the job search requirements forces employers to spend valuable time and resources to begin the training process all over again. We ask that the Department return to the original rule.

Heidi Roettger
1749 Windflower Street
River Falls, WI 54022
715-821-3015
roettger07@gmail.com

Janell Knutson, Chair
Unemployment Insurance Advisory Council
P.O. Box 8942
Madison, WI 53708

November 10, 2018

To Members of the Unemployment Insurance Advisory Council,

The following are suggestions for improvements to the unemployment process based on my own experience with unemployment in 2014 and 2018.

- The RES (Re-employment Services) meeting should take place earlier in the unemployment process, perhaps right away during the waiting week, and should also include the information from the Applying For Unemployment handout in addition to what is covered in the Re-employment Services handout.
- Unemployment should notify participants upfront that the RES counts for four work search activities and the other mandatory meeting counts for one job search activity.
- Another mandatory meeting should be required a bit later in the process after a person has had time on unemployment in order to address any new questions and discuss information again because it is a lot to absorb at one time for someone unfamiliar with the processes.
- More time should be spent explaining the benefits of working part-time while job searching, using the partial wage calculator, and how to know when to skip filing a claim so it doesn't cause a hold.
- Much time and money could be saved if a person could talk upfront about special circumstances with a person who can make a determination rather than someone who does not have that authority and just advises you to do something that is going to put your claim on hold until you can talk to that person.
- Job Center trainings teach us that "About 80% of jobs are never advertised - they are filled through word-of-mouth." Despite this, job searchers are not given credit for reaching out to employers to inquire about possible openings and to express interest in employment with the organization. They are only given credit for applying to posted jobs. This is counter-productive and should be changed. The position I received was gotten by sending a cold resume. I was initially told they were not looking for more help but they later reached back out to me and asked if I was interested in being considered for employment.
- The DWD Re-employment Services presentation and handout has information on why job seekers should volunteer:
 - 1) New networking contacts
 - 2) Feel better about yourself
 - 3) Fill gaps in resume
 - 4) Potential for paid positions

However, credit is not given for time spent volunteering while unemployed. Even though, this is one of the top ways to get into nonprofit/human services type positions. This should be changed.

- Job seekers on unemployment are "required to complete at least 4 work search activities each week." Given that the options of what is considered valid work search activities are very limited, this often requires job seekers to apply to jobs that they have absolutely no interest in, or that do not meet their requirements for hours, wages, location, etc. in order to meet the requirements. This is a waste of their time, and the employer's, who is then forced to weed through even more resumes unnecessarily. It also

hurts job seekers who are legitimately interested in the position by potentially having their resume overlooked because the employer already has more than enough to go through.

- Participating in weekly professional networking groups is considered a valid work search only if their focus is re-employment. This should be changed. I attended monthly meetings for Pierce-St. Croix CARES whose purpose is "Creating a Responsive and Effective System For Promoting and Protecting Our Children's Wellbeing." While this does not involve a focus on re-employment, it allowed me to network with many of the nonprofits that I was hoping to gain re-employment with.
- More trainings than the current acceptable DWD trainings should be allowed. Unemployment recipients are not given credit for taking trainings that they identify themselves, even if it is more time consuming and valuable to them than an approved work search activity like taking five minutes to download a resume on an employment site. Instead, they are actually penalized, and put through a review because they are considered "unavailable for work" if they are taking trainings. Again, this is counter-productive to the desired end result and should be changed. A training I found and took on my own resulted in networking that led to the employment that I found.
- Many of the positions posted on job sites such as Indeed are actually not available. Numerous times I received responses to applications that I submitted to positions on these sites and was told that they were already filled, yet the posting remained on the site. This is an inaccurate representation of what is actually available to applicants. Employers should be required to have a posting removed from the job sites if the position has been filled, irregardless of if it was scheduled to run for a longer time.
- When audited, I was instructed not to input more than the required four work searches. I thought it was better to show that I was going above and beyond. If you don't want people inputting more, you should take away the option to add more than the four required actions.
- Not every job hunter has a cookie cutter situation. I feel more consideration should be taken for assisting people with the needs and obstacles that they are facing. Career changes are one such obstacle. Because I already have a bachelor's degree, I was unable to get assistance with training being that the field I was looking to switch to was lower paying. This is also why I was looking for options other than returning to school to pursue a master's degree and take on additional debt. Although I succeeded, it was more challenging on my own.
- In general, I feel wages are not on track for the cost of living, especially considering many households these days are single parent households. Many positions pay the same as what I was making 25 years ago before having a bachelor's degree. The fact that jobs are being posted with a salary of \$36,000-\$44,000 that require a master's degree is ludicrous when you consider the cost of education these days! And many positions don't provide benefits on top of that. It makes it very hard to consider taking these jobs. It is especially painful to consider that a person can work a legitimate 40 hour a week job, earning what is considered average pay, and still qualify for state benefits because they are considered to be living in poverty. That does not seem right at all!

I have touched on most of the items I feel unemployment could improve. Although I am not able to attend the meeting to further explain or support my points, I would be happy to discuss things further over the phone if there are any questions.

Thank you for your serious consideration of these points.

Sincerely,

Heidi Roettger

From: Christine Sprenger (Shander) <CSprenger@anewhealth.com>
Sent: Friday, October 19, 2018 12:31 PM
To: DWD MB UI LAW CHANGE
Subject: Suggestion

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Blue Category

Hi,

I have a suggestion for unemployment. We have a handful of applicants each year that go through the interview phase, accept a position, come and fill out all the new hire paperwork (taxes, direct deposit, I-9, etc.) and then don't show up to their first day of work or quit within their first two days. I don't know if there is a law protecting their data from being given back to UI, but I wonder if it would be in the interest of unemployment to create a place for employers to submit the names of people who go through the entire hiring process and then don't show up to work on day 1.

Christine Sprenger, M.Div., SHRM-CP
Director of Human Resources
ANEW Health Care Services, Inc.
7425 Harwood Avenue, Wauwatosa 53213
Office: 414-257-4347 | Fax: 414-479-2704
www.anewhealth.com

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Marshall Excavating & Septic Installation Inc.

15295 E. Forrester Rd
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715-276-7143- Lic. # 249050
marshallexcseptic@gmail.com

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LEGAL AFFAIRS

10-16-2018

Unemployment Insurance Advisory Council,

Something has to be done with how our seasonal workers should be getting longer unemployment vs the 12 weeks and then have to start weekly job search.

Sometimes we are off due to the weather or road restriction until spring which sometimes lasts till May 1st.

Our seasonal employees are returning to our business which they have been at for several years!! Why take the chance with this job search stuff, which we could lose our valuable employee that we rely on returning. Now days' finding someone to work is very hard.

Also why do we pay taxes on the unemployment & then our employees have to pay taxes? isn't that called double dipping.

Another question why did they make a waiting period (1 week no check) for the employee to receive checks from unemployment.

Sincerely -
Nadene Stegall
Office Manager

From: Deborah Zillges <dzillges@sbcglobal.net>
Sent: Thursday, November 15, 2018 2:56 PM
To: DWD MB UI LAW.CHANGE
Subject: Attn: Janell Knutson, Chair Advisory Council
Attachments: Ltr UE 11-15-18.docx

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Blue Category

See letter attached. My apologies for getting this sent in so late. I know the hearings are already under way. Please take the suggestion into consideration. See letter attached.

Thank you.

Deborah

Deborah Zillges
P O Box 241334
Milwaukee, WI 53224
2623856210
dzillges@sbcglobal.net

Deborah Zillges
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dzillges@sbcglobal.net

November 15, 2018

State of Wisconsin
DWD
Unemployment Insurance Advisory Council
P O Box 8942
Madison, WI 53708

Re: Suggestion for a Law Change

To Whom It May Concern:

I received a copy of the flyer concerning the hearings today. I am unable to attend.

I do have a suggestion concerning unemployment eligibility for those working part time. I feel that we should not be excluded because we are part time; there are conditions that create limits including in my case Social Security Disability. I am on Disability for a Reason. I was working a job that had mandatory unemployment/layoffs for one month in September and then during January, February and March of each year as a requirement of the job.

The job worked out well for me. For three years I worked part time without unemployment during the lay off periods and it was giving me an opportunity to get back on my feet financially, physically and emotionally. The yo yo created by my attempt to pursue more information about the options for unemployment in the recent September layoff; just burned me out. Too much to deal with all the time.

I'm hoping that your office will consider circumstances that prevent a person from working full time when considered for benefits. Especially when the job requires mandatory lay off.

I think we can have far greater success with consistency with income; reduce the stress of already trying to achieve getting back to work on a steady basis. I've since lost the job I had and I'm very disappointed after three years invested to have to feel like I failed.

Had I had not to go through all this red tape; maybe I wouldn't have gotten so burnt out that I couldn't keep up with the job. Your consideration is appreciated.

I'd be glad to share more information, if it would be helpful.

Thank you.

Sincerely,

Deborah Zillges