

## Northeast Wisconsin Job Center's Employer Bulletin

### Inside this issue:

Northeast Wisconsin joins  
 the JobNet Call Center 1

BadgerCare + - Healthcare  
 for kids 2

Green Bay to Host Labor  
 Law Clinic 2

OEA— Office of Economic  
 Advisors 3

Hire Vets First 3

Stats In—Review 4  
 Consumer Price Index  
 Labor Force Update  
 Internet JobNet Accesses  
 Job Center Stats

Job Rights for Veterans &  
 Reserve Component Mem-  
 bers 5

Older Workers—The  
 Wave of the Future 6

### Northeast Wisconsin Job Centers join the Wisconsin JobNet Call Center

A reminder that all Northeast Wisconsin Job Centers have converted to the Wisconsin JobNet Call Center as of May 15, 2008. The centralized call center environment is designed to streamline job order entry, approval and to help enhance employers' job orders. By merging and centralizing job order processing, staff resources will be maximized. Staff will continue to provide consistent, timely service to all of our business customers while maintaining a strong quality focus. Employers already registered on JobNet Business and who enter their own job orders will see little change in how orders are processed. Not already a user of JobNet Business?

Sign on to create an account:

<http://dwd.wisconsin.gov/jobnetbusiness/>

Instructions on how to create and maintain your account information area is found on our website.

#### THERE IS NO FEE FOR POSTING AN OPENING ON JOBNET BUSINESS.

Toll- free numbers have been set up for direct access to the call centers via phone or fax.

Phone: 888-671-5627

Fax: 888-720-5627

The Wisconsin JobNet Call Center email address is:

[WIJobOrders@dwd.state.wi.us](mailto:WIJobOrders@dwd.state.wi.us)

Standard business hours for staffing the phone lines will be Monday - Friday, 7:45 a.m. - 4:30 p.m.

Phone calls received outside of these hours will go to voice mail. Employers are encouraged to sign up and use JobNet Business so that they have immediate access to input, change or delete their listing online while using a network that combines resources from all the state's Job Centers to help recruit job applicants. This new business call center model will maximize our staff resources and provide consistent, timely service to our business customers while maintaining a strong quality focus.

Employers using Wisconsin JobNet are able to list their job openings on one of Wisconsin's single-largest source of job seekers. There are no fees or costs for using the system. In addition, job listings are uploaded to the JobCentral.com website providing additional sources to locate potential employees. JobCentral also offers employers the ability to upload their listings to JobCentral from the employer's website. There is **NO CHARGE** for employers to have job orders from their website indexed (uploaded electronically) to JobCentral. Job orders are then transferred nightly from JobCentral to JobNet. This is a tremendous improvement for employers who are not able to enter their job orders directly into JobNet due to workload issues.

#### Instructions for employers to have their websites indexed by JobCentral can be found at

[www.jobcentral.com/indexingrequest.asp](http://www.jobcentral.com/indexingrequest.asp)

- ✓ Click the link labeled 'My company is not on the list, please index jobs from our corporate web site at no cost'.
- ✓ Fill out the information on the web form and click **Submit**.
- ✓ JobCentral estimates this process may take about 2 weeks to begin displaying your jobs.
- ✓ Once your jobs post to JobCentral, JobNet will begin displaying them one day later.

**Green Bay's  
 Wisconsin Job Center  
 is  
 Celebrating it's one  
 year  
 Anniversary  
 At  
 701 Cherry St  
 Green Bay  
 If you haven't visited  
 the Green Bay office.  
 Stop in and introduce  
 yourself and learn  
 about our services.**

## BadgerCare Plus

### BadgerCare Plus

Why is Wisconsin implementing BadgerCare Plus?

- ✓ To make sure that every child in Wisconsin has access to affordable health insurance.
- ✓ To expand health insurance coverage and provide enhanced benefits to more pregnant women,
- ✓ To provide health insurance to more parents and caretaker relatives.
- ✓ To make it easier to enroll in health insurance coverage.

Badgercare plus provides free or low-cost health insurance to qualified families (may be as low as \$10 per month per person based on your household's income) is available for many people including:

- ✓ All children (birth to age 19)
- ✓ Pregnant women
- ✓ Parents and relatives who care for a child
- ✓ Parents whose children are in foster care
- ✓ Farmers and other self-employed parents

#### What is BadgerCare Plus?

BadgerCare Plus is a new program for children under 19 year of age and families in Wisconsin who need and want health insurance.

BadgerCare Plus is for all kids and families, regardless of income.

BadgerCare Plus is about more than just kids. It also offers access to comprehensive, affordable health care to many families and pregnant women in Wisconsin.

BadgerCare Plus is not designed to replace pri-

vate insurance but to ensure that people with children that are working but may or are not eligible for employer's healthcare benefit package, and for those who don't have access to health insurance coverage.

BadgerCare Plus provides health insurance to children, pregnant women and families who do not have access to an employer-sponsored health insurance plan where the employer pays 80% or more of the premium for the insurance

Applicants must live in Wisconsin and be US citizens or qualified immigrants (with certain exceptions, such as pregnant women needing prenatal care or for emergency health care).

#### If you're interested in finding out more about Badger Care Plus - please contact:

Brinda Ruggles at the Wisconsin Job Center

Work phone: (920) 448-6736

Email: [bruggles@fsc-corp.org](mailto:bruggles@fsc-corp.org)

or visit [www.badgercareplus.org](http://www.badgercareplus.org)

or call (800)362-3002

## Green Bay to host a Labor Law Clinic on Sept 24th

### What are Labor Law Clinics?

Labor Law Clinics are educational seminars, usually one day in length, which are open to the public and feature DWD staff explaining many of the laws and rules the agency administers. Topics vary from Clinic to Clinic and a maximum of 4 topics are covered at any one clinic.

Topics areas Available include:

- ✓ [Equal Rights](#)
- ✓ [Unemployment Insurance](#)
- ✓ [Worker's Compensation](#)
- ✓ [Workforce Solutions](#)

The International Association of Workforce Professionals (IAWP) will be hosting a labor law clinic in Green Bay on

**Wednesday, September 24<sup>th</sup> 2008**

**from 8:00 am to 3:30 PM.**

The Labor law clinic will be held at the

Best Western Midway Hotel

780 Armed Forces Drive

Green Bay, WI 54304

#### Labor Law Topics:

- ✓ **Deciding who is eligible for Unemployment Insurance benefits**
- ✓ **Defining Misconduct under Wisconsin's Unemployment Insurance Laws**
- ✓ **An overview of Wisconsin Labor Law Standards**
- ✓ **Workplace Harassment**

**Fee:** \$77.00 per person

**THIS DAYLONG CLINIC** will include speakers from the Equal Rights and Unemployment Insurance divisions with detailed information and practical guidance to help employers avoid violating state laws and rules in the topic areas on the Clinic agenda. This educational program contains information that will help employers prepare for state agency hearings and other administrative proceedings, if they become necessary. You'll have lots of opportunities to ask questions of the experts who administer the laws and programs.

To review the agenda and make reservations go to:

<http://www.dwd.state.wi.us/laborlaw/fliers/20080924.pdf>

Seating is limited, so early advance registration is recommended. Attendance at each Clinic is strictly limited to 100 persons, and reservations are taken on a first-come, first-served basis. Walk-in registration is permitted only where a Clinic is not sold out. Many Clinics are sold out and have waiting lists.

## Office of Economic Advisors (OEA)

The Office assists economic data users to better understand the relationships between labor markets and other economic and demographic specifics. The Office helps users interpret labor force data and focus on the issues and trends influencing employment growth in the State of Wisconsin.



The OEA offers a number of other products and information that companies can use for short

term and long term planning including: Unemployment Rate and Labor Force Tables ; Employment by Industry ; Wages; Employment Projections ; Data Dashboard ; Per Capita Personal Income; Regional and County Information; Economic Indicators; Affirmative Action ;

Largest Employers ; Plant Closings and Mass Layoffs , etc.

Kimberly Berg is OEA's Regional Labor Market Analyst for the Green Bay and Fox Valley Regions.

### Bay Area

Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano and Sheboygan counties

### Fox Valley

Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara and Winnebago counties

Kimberly can be reached at the

Green Bay Job Center

701 Cherry St, Green Bay

Phone: 920-448-5268

Email: kimberly.berg@dwd.state.wi.us

### Notice:

The statewide 2006-2016 long-term employment projections are now available on the OEA website:

[http://dwd.wisconsin.gov/oea/employment\\_projections/long\\_term\\_projections.htm](http://dwd.wisconsin.gov/oea/employment_projections/long_term_projections.htm)

Long-term projections are for a ten-year period. The most recent data is for 2006 to 2016. Employment projections are available for both industries and occupations. The projections analysis report and other publications based on these data are pending.

## Help in hiring a Veteran is only a phone call away!

Every year the military services transition thousands of skilled and talented individuals out to civilian life. Whether you are interested in new transitioning candidates or former military personnel with proven civilian work records, your local veteran's employment representative can help you find highly trainable, motivated and seasoned workers. To help recruit qualified veterans there are nearly 2,000 One-Stop Career Centers nationwide where employers can go to receive assistance in connecting to and recruiting veterans. One-Stop Career Centers offer a wealth of resources including specialized local Veterans' Employment Representatives (LVERs) and Disabled Veterans' Outreach Program (DVOP) staff who work solely with veteran populations and can provide relevant veteran applicant referrals.

### Local Veterans' Employment Representatives serving Northeastern Wisconsin include:

Michael Mack (LVER) - Green Bay Job Center

Ph: 920-448-6776

Email: Michael.mack@dwd.state.wi.us

David Williams (LVER) - Sheboygan Job Center

Ph: 920-208-5813

E-mail: david.williams@dwd.state.wi.us

Connie Clayton (Vet Spec) - Marinette, WI

Ph: 715-732-7843

E-mail: connie.clayton@dwd.state.wi.us

Brian Marquardt (DVOP) -

Green Bay & Manitowoc

Ph: 920-448-6778

E-mail: brian.marquardt@dwd.state.wi.us

Tracy Alton (DVOP) -

Green Bay/Shawano/Sturgeon Bay

Ph: 920-448-6777

E-mail: tracy.alton@dwd.state.wi.us

The Veterans' Representative work with area veterans daily who are seeking work and can offer assistance in referring qualified and talented veterans to your job opening. Call today to meet your employment initiatives, enhance your business, and show your support for those men and women who have served in our military. Veterans have the training, work ethic, and proven skills that will immediately add value to your business. Equally important, you'll be contributing to America's global competitiveness and the strength of our economic base .



### To be a "HireVetsFirst" employer

- ✓ **Contact your local Job Center and list your job**
- ✓ **Contact your local Veteran Employment Rep to help fill your job needs**
- ✓ **Display and promote the awareness of Veteran hiring and show your belief in supporting our Veterans**
- ✓ **Consider everyday to be Memorial Day, Labor Day, and Veteran Day and proudly hire and support those who have served our county.**

**Thank you** for employing veterans and exploring the possibilities of American excellence at work.

## Consumer Price Index

Consumer Price Index - All Urban Consumers (CPI-U) *											
National (U.S. City Average) 1982-1984 = 100			% Change	Class B/C - Midwest States (1996/1997 = 100)			% Change	Class D - Midwest States (1982-1984 = 100)			% Change
U.S. City Average	Apr-08	Mar-08	Apr-07	Size 50,000-1,500,000	Apr-08	Mar-08	Apr-07	Size Less than 50,000	Apr-08	Mar-08	Apr-07
All Items	214.8	213.5	3.9%	All Items	131.5	130.1	4.6%	All Items	200.8	199.5	4.8%
Food & Beverage	211.4	209.7	5.0%	Food & Beverage	131.1	129.9	5.6%	Food & Beverage	205.1	203.1	5.8%
Housing	214.9	214.4	3.0%	Housing	125.0	124.0	2.8%	Housing	187.9	187.1	4.6%
Apparel & Upkeep	122.1	120.9	-0.7%	Apparel & Upkeep	88.6	84.0	4.9%	Apparel & Upkeep	127.3	126.6	1.4%
Transportation	198.6	195.2	7.2%	Transportation	146.8	144.0	9.1%	Transportation	185.9	183.3	7.7%
Gasoline (All Types)	291.9	276.5	20.7%	Gasoline (All Types)	308.1	292.4	23.3%	Gasoline (All Types)	256.9	246.0	18.2%
Medical Care	363.2	363.0	4.3%	Medical Care	157.2	157.1	3.4%	Medical Care	353.2	352.5	2.9%
Energy	240.2	230.5	15.9%	Energy	230.2	219.8	17.4%	Energy	211.8	204.4	14.7%

Source: U.S. Bureau of Labor Statistics \*Not Seasonally Adjusted

## Labor Force Update

Green Bay MSA (Brown, Kewaunee, & Oconto counties)	April-08	March-08	April-07	Change from one month ago March 2008	Change from one year ago April 2007
<b>Civilian Labor Force</b>	167,922	168,920	169,127	-998	-1,205
Employed	160,743	159,529	160,303	1,214	440
Unemployed	7,179	9,391	8,824	-2,212	-1,645
Unemployment Rate %	4.3%	5.6%	5.2%	-1.3	-0.9
<b>Total Nonfarm (NFWS) ***</b>	168,800	167,000	168,800	1,800	0
Goods Producing	38,200	37,700	38,800	500	-600
Service Producing	130,600	129,300	130,000	1,300	600
Constr., Mining & Nat. Resources	7,700	7,200	8,200	500	-500
Manufacturing	30,500	30,500	30,600	0	-100
Trade	23,500	23,300	24,000	200	-500
Transportation & Utilities	11,300	11,200	11,300	100	0
Financial Activities	12,300	12,200	12,100	100	200
Education & Health Services	21,200	21,100	20,700	100	500
Leisure & Hospitality	15,300	14,900	15,300	400	0
Info., Prof & Bus. Svcs., & Other Svcs.	25,400	25,000	25,200	400	200
Total Government	21,600	21,600	21,400	0	200
Federal	1,200	1,200	1,200	0	0
State	2,700	2,700	2,600	0	100
Local	17,700	17,700	17,600	0	100

\*\*\* Includes employment with employers located in area. Estimates are not seasonally adjusted.

Current month estimates are preliminary. Totals may not add due to rounding. Calculations based on unrounded numbers.

All monthly estimates are subject to annual revisions.

## Job Center Job Order Stats:

### Snapshot in time - Active Job Orders and openings listed as of 22 May 2008

Statewide	8,923 Job Orders	20,246 Job Openings
Bay Area (10 Counties)	1,546 Job Orders	3,741 Job Openings
Fox Valley Area (7 Counties)	1,403 Job Orders	3,126 Job Openings

### New Job orders listed in April and May 2008

	April 2008		May 2008 (to 5/22/2008)	
State Wide	7,492 Job Orders	14,884 Job Openings	4,740 Job Orders	9,332 Job Openings
Bay Area (10 Counties)	1,304 Job Orders	2,771 Job Openings	807 Job Orders	1,533 Job Openings
Fox Valley (7 Counties)	1,019 Job Orders	1,997 Job Openings	725 Job Orders	1,549 Job Openings
Brown County	734 Job Orders	1,658 Job Openings	469 Job Orders	1,157 Job Openings



## JOB RIGHTS FOR VETERANS AND RESERVE COMPONENT MEMBERS

The Uniformed Services Employment and Reemployment Rights Act (USERRA), prohibits discrimination against persons because of their service in the Armed Forces Reserve, the National Guard, or other uniformed services. USERRA prohibits an employer from denying any benefit of employment on the basis of an individual's membership, application for membership, performance of service, application for service, or obligation for service in the uniformed services. USERRA also protects the right of veterans, reservists, National Guard members, and certain other members of the uniformed services to reclaim their civilian employment after being absent due to military service or training.

### The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA 38 U.S.C. 4301-4334)

The Uniformed Services Employment and Reemployment Rights Act (USERRA) protects civilian job rights and benefits for veterans and members of Reserve components.

USERRA establishes the cumulative length of time that an individual may be absent from work for military duty and retain reemployment rights to five years (the previous law provided four years of active duty, plus an additional year if it was for the convenience of the Government). There are important exceptions to the five-year limit, including initial enlistments lasting more than five years, periodic National Guard and Reserve training duty, and involuntary active duty extensions and recalls, especially during a time of national emergency. USERRA clearly establishes that reemployment protection does not depend on the timing, frequency, duration, or nature of an individual's service as long as the basic eligibility criteria are met.

USERRA provides protection for disabled veterans, requiring employers to make reasonable efforts to accommodate the disability. Service members convalescing from injuries received during service or training may have up to two years from the date of completion of service to return to their jobs or apply for reemployment.

USERRA provides that returning service-members are reemployed in the job that they would have attained had they not been absent for military service (the long-standing "escalator" principle), with the same seniority, status and pay, as well as other rights and benefits determined by seniority. USERRA also requires that reasonable efforts (such as training or retraining) be made to enable returning service members to refresh or upgrade their skills to help them qualify for reemployment. The law clearly provides for alternative reemployment positions if the service member cannot qualify for the "escalator" position. USERRA also provides that while an individual is performing military service, he or she is deemed to be on a furlough or leave of absence and is entitled to the non-seniority rights accorded other individuals on non-military leaves of absence.

Health and pension plan coverage for service members is provided for by USERRA. Individuals performing military duty of

more than 30 days may elect to continue employer sponsored health care for up to 24 months; however, they may be required to pay *up to* 102 percent of the full premium. For military service of less than 31 days, health care coverage is provided as if the service member had remained employed. USERRA clarifies pension plan coverage by making explicit that all pension plans are protected.

The period an individual has to make application for reemployment or report back to work after military service is based on time spent on military duty. For service of less than 31 days, the service member must return at the beginning of the next regularly scheduled work period on the first full day after release from service, taking into account safe travel home plus an eight-hour rest period. For service of more than 30 days but less than 181 days, the service member must submit an application for reemployment within 14 days of release from service. For service of more than 180 days, an application for reemployment must be submitted within 90 days of release from service.

USERRA also requires that service members provide advance written or verbal notice to their employers for all military duty unless giving notice is impossible, unreasonable, or precluded by military necessity. An employee should provide notice as far in advance as is reasonable under the circumstances. Additionally, service members are able (but are not required) to use accrued vacation or annual leave while performing military duty.

The Department of Labor, through the Veterans' Employment and Training Service (VETS) provides assistance to all persons having claims under USERRA, including Federal and Postal Service employees.

If resolution is unsuccessful following an investigation, the service member may have his or her claim referred to the Department of Justice for consideration of representation in the appropriate District Court, at no cost to the claimant. Federal and Postal Service employees may have their claims referred to the Office of Special Counsel for consideration of representation before the Merit Systems Protection Board (MSPB). If violations under USERRA are shown to be willful, the court may award liquidated damages. Individuals who pursue their own claims in court or before the MSPB may be awarded reasonable attorney and expert witness fees if they prevail.

To view and download/print the USERRA Poster go to:

[http://www.dol.gov/vets/programs/userra/USERRA\\_Private.pdf](http://www.dol.gov/vets/programs/userra/USERRA_Private.pdf)

For more information about U.S. Department of Labor employment and training programs for veterans, contact the Veterans' Employment and Training Service office nearest you, listed in the phone book in the United States Government under the Labor Department or visit our site:

<http://www.dol.gov/vets/aboutvets/contacts/main.htm>.

## Older Workers - The wave of the future!

The face of the workplace is changing with the large number of "baby boomers" born after WWII becoming eligible for retirement. By 2010, it is estimated that 20% of the workforce will be 55 year of age or older. The number of Americans age 65 or older still working or looking for work has grown by 50% since 1980. Many seniors have chosen to keep on working full time, some part time and others may leave and re-enter the workforce at a later time. The pool of older workers is an untapped and under-utilized source of skilled and talented labor for employers to hire. Many employers are finding that older workers offer a rich source of talent, experience, and a strong work ethic. Being a "Generation or Older Worker Friendly" employer offers many advantages to the company's bottom line. Studies have shown that as a group, older employees exhibit lower employee turnover, positive work values, loyalty, dependability and dedication to the workplace. While some studies have noted that older workers work slower, this is often more than balanced out because older workers tend to be more accurate in their work and make more correct decisions than faster, younger co-workers. Remember: Age is an asset. Experience is a benefit. Hiring and retaining older workers may be one of a company's most valuable assets and makes good business sense.

Some enticements that make companies Senior and Family Friendly include such things as:

- ✓ Flexible scheduling (many have 'done' the 8-4:30 already)
- ✓ Job-sharing. Seniors may be attracted to this part-time concept
- ✓ Job carving: taking a job description and carving out the less physical duties for seniors (including using equipment to reduce physical issues and reduce on-the-job injuries)
- ✓ Younger seniors (under age 65) may be tempted by health benefits v.s. high wage. Employers could get seniors with amazing work records who decide to go back to work for insurance coverage to supplement their life style.
- ✓ Adaptive equipment and workplace accommodations: Employers should start becoming in-

creasingly knowledgeable about ergonomics. Options for Independent living centers and the Internet are great resources for information on adaptive equipment: to address work place issues and including senior issues such as need for increased lighting, loss of hearing, lifting restrictions, etc.

Company's doing long-range strategic workforce planning may wish to be pro-active in reducing attrition and developing new retention strategies for hiring and retaining older workers. Because the retirement of the baby boom generation will occur gradually over the next several years; there is still time available to develop sound policies, programs, and practices to respond to this demographic challenge. Managing the aging workforce will become more vital as the shifting demographics of the workforce changes. A number of articles are available on the web that companies may wish to review.

A good starter list includes:

Supervisor's Guide: Managing Aging Worker by  
Barbara McIntosh, Ph.D.

[http://63.88.32.17/Seniors/other\\_docs/  
SupervisorGuide.pdf](http://63.88.32.17/Seniors/other_docs/SupervisorGuide.pdf)

2001 GAO study - Demographic Trends Pose Challenges for Employers and Workers

<http://www.gao.gov/new.items/d0285.pdf>

Wisconsin Department of Workforce Development's  
Older Worker Information section

<http://www.dwd.state.wi.us/olderworker/>

Is your company Senior Friendly?

Older Worker Friendly Assessment tool available  
online at

[http://www.dwd.state.wi.us/olderworker/pdf/  
OW\\_Assess\\_Tool2.pdf](http://www.dwd.state.wi.us/olderworker/pdf/OW_Assess_Tool2.pdf)

to see if your company offers a Older Worker  
Friendly Environment.

## Senior Service Program

**The Senior Service program** is a federally funded program whose purpose is to train, retrain and prepare Older Workers - age 55 and older for entry or re-entry into the workforce. Senior Service workers are temporarily assigned to a Host Agency (non-profit or governmental entity) as part of the employment plan. The program provides training and skills enhancement while helping low income senior transition to full and/or part time work in the private sector. Through the national sponsor, Senior Service America Inc., the Senior Service Program has candidates that are trained to meet the needs of area employers

For more information on the program contact:

**NEW Curative  
Rehabilitation Inc**  
P.O. Box 8027  
Green Bay, WI 54308  
Ph: 920-593-3557  
Or  
800-636-1161 ext  
3557