



### Key TAA Program Terms

Following are plain-English definitions of terms specific to the TAA Program. These definitions help foster understanding of the TAA program and its requirements.

**Approvable Training:** In order for training to be approved under TAA, the following conditions must be met: 1) There is no suitable employment available for the trade-affected worker; 2) The worker would benefit from appropriate training; 3) There is a reasonable expectation of employment following completion of such training; 4) Training approved by the Secretary is reasonably available to the worker from either governmental agencies or private sources; 5) The worker is qualified to undertake and complete such training; 6) Such training is suitable for the worker and available at a reasonable cost.

**Certification:** A certification, officially titled a “Certification Regarding Eligibility to Apply for Worker Adjustment Assistance” is an official finding by the U.S. Department of Labor that a group of workers were adversely affected by imports from or shifts in production to foreign countries, and thus are eligible to apply for TAA benefits and services.

**Certification Date:** The date on which a TAA petition is certified.

**COBRA Extended Health Insurance Coverage:** The Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) provides employees and their families, who would otherwise lose health coverage because of termination of employment, reduction in hours, bankruptcy, or certain life events, an opportunity to purchase extended health coverage under an employer group plan. To be qualified, employees and their family members must, among other things, have already been covered under the employer’s group health plan and their employer must continue to maintain the health benefit plan. COBRA coverage can last for up to 18 months (or longer, in some cases). COBRA participants can be required to pay for the COBRA extended health coverage, which is ordinarily more expensive than for active employees (since usually the employer pays a part of the premium for active employees while COBRA participants generally pay the entire premium themselves), but is ordinarily less expensive than individual health insurance coverage. More information on COBRA is available from the U.S. Department of Labor’s Pension and Welfare Benefits Administration ([www.dol.gov/pwba](http://www.dol.gov/pwba)).

**Employer-Based Customized Training:** Training that is designed to meet an employer’s or group of employers’ specific requirements, and it is conducted with the employers’ commitment to employ individuals after a successful completion of the training program.

**Ending (Expiration) Date:** The date on a TAA certification by which a worker must be laid off in order to be covered by that certification. Usually two years after the date the certification was issued.

**Federal Register:** The *Federal Register* is the official daily publication of rules and notices from Federal agencies. The U.S. Department of Labor publishes notices in the *Federal Register* when an investigation of a petition for TAA eligibility is instituted, as well as publishing notices of all petition determinations.

**Impact Date:** The date on the TAA certification when total or partial layoffs began or are threatened to begin. The impact date can be up to one year prior to the date of the petition.

**North American Free Trade Agreement-Transitional Adjustment Assistance (NAFTA-TAA):** A federal program established to assist workers to re-enter the workforce after they became unemployed due to imports from or shifts in production to Mexico and/or Canada. NAFTA-TAA was repealed by the Trade Adjustment Assistance Reform Act of 2002. Workers covered by petitions that were filed prior to November 4, 2002 and certified, however, will remain eligible for NAFTA-TAA services and benefits.

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**On-the-Job Training:** Training provided by an employer to an employee who is engaged in productive work.

**One-Stop Center:** One-Stop Centers are local offices established to provide employment and training services to all members of America's workforce. Workers who are laid off as a result of increased imports, shifts in production, or other factors can visit their local One-Stop Centers for information on and help with applying for programs designed to help get them back to work. Call the Toll-Free Help Line, 1-877-US2-JOBS, [TTY] 1-877-889-5627, or visit America's Service locator, [www.servicelocator.org](http://www.servicelocator.org) to find your nearest One-Stop Center.

**Petition:** To establish eligibility to receive TAA services and benefits, a Petition for Trade Adjustment Assistance must be filed with the U.S. Department of Labor, Division of Trade Adjustment Assistance in Washington, DC and with the TAA Coordinator or Dislocated Worker Unit in the state in which the lay offs occurred or are threatened to occur. A petition may be filed by a group of three or more workers, by a company official, by One-Stop operators or partners (including state employment security agencies and dislocated worker units), or by a union or other duly authorized representative of such workers.

**Primary Workers:** Workers who were directly affected by increased imports from or shifts in production to foreign countries.

**Rapid Response:** In the event of a mass lay off, the state or a state-designated organization provides early intervention services called Rapid Response. Rapid Response helps workers obtain the necessary income support, reemployment and training services in order to get back to work as soon as possible. States are required to make Rapid Response services available to all workers covered by a petition as soon as it is filed.

**Reemployment Services:** Basic services provided to trade-affected workers through their local One-Stop Centers that include the following: employment registration, employment counseling, case assessment, job development, supportive services, self-directed job search services.

**Remedial Education:** Training designed to upgrade a worker's basic skills in order to enhance his or her employment prospects. Remedial education under the TAA program includes English-as-a-Second-Language training.

**Secondary Workers:** Workers who were indirectly affected by increased imports from or shifts in production to foreign countries. This includes workers whose lay off was caused by loss of business as a supplier of component parts, a final assembler, or a finisher for a TAA certified firm.

**Suitable Employment:** Work of a substantially equal or higher skill level, paying not less than 80% of the worker's average weekly wage, which does not include self-employment or employment as an independent contractor.

**Trade Adjustment Assistance (TAA):** A federal program that provides assistance including reemployment services, job search allowances, relocation allowances, retraining, and income support to workers who have become unemployed because of foreign trade.

**Trade Readjustment Allowance (TRA):** A weekly allowance payable to an adversely affected worker enrolled in or waived from training after entitlement to unemployment compensation has been exhausted.

**Unemployment Compensation (UC) or Unemployment Insurance (UI):** Weekly benefits payable to an individual under state or federal unemployment compensation law including regular unemployment compensation, additional compensation, extended compensation, and federal supplemental compensation.

**Waivers:** To receive Trade Readjustment Allowances (TRA) under TAA, workers must be enrolled in full-time training. Workers can, however, waive their training requirement and still receive some TRA if the U.S. Department of Labor determines that enrollment in training is not feasible or appropriate for the worker for one of the following reasons: 1) Recall - The worker will be recalled by his or her former employer, 2) Marketable Skills - The worker has marketable skills for suitable employment, and there is a reasonable expectation of employment at equivalent wages in the foreseeable future, 3) Retirement - The worker is within two years of eligibility for Social Security and/or pension benefits, 4) Health - The worker cannot participate in training because of health reasons, 5) Enrollment Unavailable - A training enrollment date is not available to workers within the timeframe required by statute, 6) Training Unavailable - Approved training is not reasonably available to the worker.