



## 2017 ASSEMBLY BILL 422

1     **AN ACT to create** 49.162 (1) (c) 4. and 106.38 of the statutes; **relating to:** creating  
2             the Hire Heroes program to provide transitional jobs to veterans, and granting  
3             rule-making authority.

---

*Analysis by the Legislative Reference Bureau*

---

*The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:*

4             **SECTION 3.** 49.162 (1) (c) 4. of the statutes is created to read:  
5             49.162 (1) (c) 4. The Hire Heroes program under s. 106.38.

6             **SECTION 4.** 106.38 of the statutes is created to read:

7             **106.38 Hire Heroes program. (1) DEFINITION.** In this section, “program”  
8             means the Hire Heroes program established under this section.

9             **(2) ESTABLISHMENT.** The department shall establish a Hire Heroes program to  
10            provide transitional jobs to veterans.

**ASSEMBLY BILL 422****SECTION 4**

1           **(3) PROGRAM COMPONENTS.** The program under this section shall include all of  
2 the following features and requirements:

3           (a) An individual may participate in the program for a maximum of 1,040 hours  
4 actually worked.

5           (b) The employer of record shall pay the individual for hours actually worked  
6 at not less than the federal or state minimum wage that applies to the individual.

7           (c) The department may reimburse an employer that employs an individual  
8 participating in the program for a minimum of 20 hours per week at a location in this  
9 state for any of the following costs that are attributable to the employment of the  
10 individual under the program:

11           1. A wage subsidy that is equal to an amount negotiated between the  
12 department and the employer, that is paid for each hour the individual actually  
13 worked, not to exceed 40 hours per week, and that is not more than the federal or  
14 state minimum wage that applies to the individual.

15           2. Federal social security and Medicare taxes.

16           3. State and federal unemployment insurance contributions or taxes, if any.

17           4. Worker's compensation insurance premiums, if any.

18           (d) An employer that employs an individual participating in the program may  
19 pay the individual an amount that exceeds any wage subsidy paid to the employer  
20 by the department under par. (c) 1., except that the employer or contractor must pay  
21 the individual at least minimum wage.

22           (e) The employment of an individual under this section may not do any of the  
23 following:

**ASSEMBLY BILL 422**

1           1. Have the effect of filling a vacancy created by an employer terminating a  
2 regular employee or otherwise reducing its work force for the purpose of hiring an  
3 individual under this section.

4           2. Fill a position when any other person is on layoff or strike from the same or  
5 a substantially equivalent job within the same organizational unit.

6           3. Fill a position when any other person is engaged in a labor dispute regarding  
7 the same or a substantially equivalent job within the same organizational unit.

8           **(4) ELIGIBILITY.** (a) To be eligible to participate in the program, an individual  
9 must satisfy all of the following criteria:

10           1. Be at least 18 years of age.

11           2. Be a veteran, as defined under s. 45.01 (12), who is verified by the department  
12 of veterans affairs.

13           2m. Submit an application to the program no later than 7 years after the date  
14 of discharge from military service.

15           3. Be ineligible to participate in the Wisconsin Works program under ss. 49.141  
16 to 49.161.

17           4. Be unemployed for at least 4 weeks.

18           5. Satisfy all of the requirements related to substance abuse screening, testing,  
19 and treatment under s. 49.162 that apply to the individual.

20           (b) Preference for participation in the program shall be given to individuals  
21 whose household income is not more than 60 percent of the statewide median  
22 household income, excluding service-connected disability benefits payments by the  
23 U.S. department of veterans affairs.

24           **(5) MEMORANDUM OF UNDERSTANDING FOR ADMINISTRATION.** The department of  
25 children and families, the department of veterans affairs, and the department of

**ASSEMBLY BILL 422****SECTION 4**

1 workforce development shall enter into a memorandum of understanding for the  
2 purpose of administering this section. The memorandum of understanding shall  
3 include all of the following:

4 (a) That the department of veterans affairs shall refer veterans to the program  
5 and verify eligible veterans who apply for the program.

6 (b) That the department of workforce development shall allocate not more than  
7 \$400,000 each fiscal year from the appropriation account under s. 20.445 (1) (m) for  
8 the purposes of funding the Hire Heroes program.

9 (c) That the department of workforce development shall be responsible for  
10 administering the program.

11 (d) That the department of children and families, the department of veterans  
12 affairs, and the department of workforce development shall each seek additional  
13 federal funds to support the program.

14 (e) That the department of workforce development, department of children and  
15 families, and department of veterans affairs shall, to the greatest extent possible,  
16 implement the program to achieve all of the following:

17 1. Minimization of administrative costs by using existing contractors and other  
18 arrangements made by the department of children and families in the  
19 administration of the Transform Milwaukee Jobs and Transitional Jobs programs  
20 under s. 49.163.

21 2. Coordination of any future expansion of the Transform Milwaukee Jobs and  
22 Transitional Jobs programs under s. 49.163 with any future expansion of the Hire  
23 Heroes program.

24 3. Addressing the most urgent needs of Wisconsin's unemployed veterans.

