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TRANSCRIPT OF PROCEEDINGS
BEFORE THE
TEXAS WORKFORCE COMMISSION
AUSTIN, TEXAS

PUBLIC MEETING)
FOR THE TEXAS)
WORKFORCE COMMISSION)

COMMISSION MEETING
TUESDAY, DECEMBER 1, 2015

BE IT REMEMBERED THAT at 9:00 a.m. on
Tuesday, the 1st day of December, 2015, the above-entitled
matter came on for hearing at the Texas Workforce
Commission, TWC Building, 101 East 15th Street, Room 244,
Austin, Texas, before ANDRES ALCANTAR, Chairman, RONALD G.
CONGLETON and RUTH R. HUGHS, Commissioners; and the
following proceedings were reported by Alejandro Herrera,
Certified Court Reporter

TABLE OF CONTENTS

1		
2		PAGE
3	PROCEEDINGS, TUESDAY, DECEMBER 1, 2015	
4	AGENDA ITEM NO. 1	4
5	CHAIRMAN ALCANTAR	
6	AGENDA ITEM NO. 2	4
7	SHERRI MILLER	
8	AGENDA ITEM NO. 3	4
9	SHERRI MILLER	
10	AGENDA ITEM NO. 4	4
11	SHERRI MILLER	
12	AGENDA ITEM NO. 5	5
13	SHERRI MILLER	
14	AGENDA ITEM NO. 6	5
15	PAUL N. JONES	
16	AGENDA ITEM NO. 7	9
17	RANDY TOWNSEND	
18	AGENDA ITEM NO. 8	12
19	ED SERNA	
20	AGENDA ITEM NO. 9	15
21	DAVID JOHNSON and ADAM LEONARD	
22	AGENDA ITEM NO. 10	15
23	COURTNEY ARBOUR and REAGAN MILLER	
24	AGENDA ITEM NO. 11	16
25	PATRICIA MARTINEZ and PATRICIA GONZALEZ	
	AGENDA ITEM NO. 12	18
	ANSON GREEN and CARRIE TUPA	
	AGENDA ITEM NO. 13	19
	JOHN FULLER	
	AGENDA ITEM NO. 14	20
	TOM McCARTY	

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

TABLE OF CONTENTS (Con't.)

AGENDA ITEM NO. 1521
LARRY TEMPLE

REPORTER'S CERTIFICATE24

P R O C E E D I N G S

TUESDAY, DECEMBER 1, 2015

(9:00 a.m.)

AGENDA ITEM NO. 1

CHAIRMAN ALCANTAR: Good morning, everyone. This meeting will now be called to order.

AGENDA ITEM NO. 2

Discussion, Consideration and Possible Action Regarding Whether to Assume Continuing Jurisdiction on Unemployment Compensation Cases, Wage Claim Cases, and/or Tax Liability Cases and Reconsideration of Unemployment Compensation Cases, Wage Claim Cases, and/or Tax Liability Cases, if Any.

No Discussion.

AGENDA ITEM NO. 3

Discussion, Consideration and Possible Action Regarding Tax Liability Cases Listed on the Texas Workforce Commission Docket 48.

The Commission considered and took action on all tax liability cases listed on Docket 48.

AGENDA ITEM NO. 4

Discussion, Consideration and Possible Action Regarding Higher Level Appeals in Wage Claim Cases Listed on the Texas Workforce Commission Docket 48.

The Commission considered and took action on all

1 wage claim cases listed on Docket 48.

2 AGENDA ITEM NO. 5

3 Discussion, Consideration and Possible Action
4 Regarding Higher Level Appeals in Unemployment Compensation
5 Cases Listed on the Texas Workforce Commission Docket 48.

6 The Commission considered and took action on all
7 unemployment compensation cases listed on Docket 48.

8 AGENDA ITEM NO. 6

9 CHAIRMAN ALCANTAR: Good morning, Mr. Jones. Has
10 anyone signed up for public comment?

11 MR. JONES: Good morning Chairman, Commissioners.
12 Today we do have Lance Foss representing himself. And we
13 have Kyle Piccola representing The Ark of Texas.

14 CHAIRMAN ALCANTAR: Mr. Foss?

15 MR. FOSS: Sir.

16 CHAIRMAN ALCANTAR: Good morning. If you could
17 identify your name for the record and limit your testimony
18 to three minutes, please.

19 MR. FOSS: Lance Foss, 1409 Oday Road, Pearland,
20 Texas. Mr. Commissioner, may I possibly have five minutes?

21 CHAIRMAN ALCANTAR: We rotation --

22 MR. FOSS: I have one page.

23 CHAIRMAN ALCANTAR: -- limit, please.

24 MR. FOSS: Okay, I'll -- I'll --

25 CHAIRMAN ALCANTAR: If you could limit to three,

1 that'd be great.

2 MR. FOSS: Very quickly. Arrogant African slave
3 traders that brought would be slaves to Dutch, English,
4 French, Spanish, and Portuguese ships only brought the
5 strongest and healthiest men and women. If the now slaves
6 survived the ocean voyage, these are the only ones being
7 worthwhile and worth paying for.

8 United States illegal immigrants are not the
9 tired, poor, wretched as stated in fable. They are tested
10 healthy, ready for work, and must have work connections in
11 hand to be welcome. And you can bet those work in the past
12 at least were not in high places in the socio-economic
13 pyramid.

14 Did you know that you -- today, U.S.A. visas of
15 its citizenships are for sale? Business persons, the rich,
16 pick, if you will, these people for work and money similar
17 to slavery. It's no secret. Yes, we still practice a
18 version of slavery in the form of barely disguised economic
19 and human life exploitation in the United States and in all
20 50 states. In Texas, my fellow Texans, it is not disguised
21 one bit.

22 The United States for our utterly fantastic ideals
23 and countless times of an exceptionalism on the world stage
24 is one of the most immature countries on the planet with
25 regards to human resources and management. The utter

1 immaturity of how we mistreat, marginalize, and ignore our
2 real U.S.A. citizen neighbors with regards to enabling them
3 cannot be blamed on ignorance or hardship, my fellow
4 patriots.

5 Politically and in loose talk, we give credence to
6 how great things were in some mythical time in the past,
7 where if only we whitewashed this or only if that would
8 happen, then we'd be great. Ladies and gentlemen, the
9 powerful Texas Workforce Commission, Chairperson and
10 Commissioners, the Texas Workforce Solutions in Washington
11 D.C. for the U.S.A. to mature, to be free, to thrive, to
12 have something actually real to show and give to the world
13 that is healthy and functional starts with employing not
14 only the average performing, easily bought U.S.A. citizens
15 that are convenient for us to include. But we must, the
16 United States and Texas, go beyond this to include the
17 disabled, the non-average in different stages of life, and
18 the actually exceptional.

19 We must develop and nurture our adult human
20 resources like we supposedly do our children human
21 resources. This is a U.S.A. citizenship, economic,
22 political, morale, functional necessity to actually be in a
23 society versus in a scattered group of police protected
24 employed people freely mostly to choose their own gated
25 communities.

1 This is food for thought about libraries is a --
2 is a litmus test if you will. This is my conclusion here.
3 My fellow Americans, with what is left of our domestic
4 humanity and employment choices, United States libraries,
5 librarians, and staff is our U.S.A. litmus test, in my
6 opinion. Our U.S.A. human resources and U.S.A. economic
7 canary in a coal mine, if you will. Libraries are necessary
8 for our communities. People, U.S.A. citizens, must have
9 abundant places to earn a living and potentially thrive.
10 U.S.A. libraries, not the Internet is a touchstone. Thank
11 you.

12 CHAIRMAN ALCANTAR: Thank you, Mr. Foss. Kyle?
13 Kyle? Good morning, Kyle. If you could state your name for
14 the record. Three minutes please.

15 MR. PICCOLA: Sure. Good morning. I'll be quick.
16 This is Kyle Piccola with The Ark of Texas. We advocate for
17 people with intellectual and developmental disabilities. If
18 you remember, I was here probably like a month or two ago to
19 ask for your consideration to reopen the application process
20 for two slots on the Texas State Use Workforce Advisory
21 Committee. And I greatly appreciate that, your graciousness
22 to do so.

23 And I'm here to support the two new appointees
24 that are being considered today and just want to thank you
25 again for the opportunity to work with you guys. And we

1 look forward to working with you to help get people with
2 disabilities employed. Thank you very much.

3 CHAIRMAN ALCANTAR: Thank you, Kyle. Appreciate
4 your time. Larry, we had a very successful convening in
5 Dallas a couple weeks ago. There was a great energy and the
6 sessions were really informative. The keynotes were
7 particularly well received. And there's a team that worked
8 hard on this to put all that together. And we have a couple
9 here representing the Steering Committee, I understand.

10 Kimberly and Julie, if you could step up to the
11 front, please. We'd like to take a picture with you, but if
12 everybody could join -- join me in thanking Kimberly, Julie,
13 and the rest of the team for their hard work, I would really
14 appreciate it.

15 (Applause.)

16 You guys did a really good job there. Appreciate
17 it.

18 UNKNOWN SPEAKER: Thank you.

19 (Whereupon pictures were taken.)

20 UNKNOWN SPEAKER: Thank you, ladies.

21 CHAIRMAN ALCANTAR: Thank you, for all you've
22 done. Good job.

23 AGENDA ITEM NO. 7

24 CHAIRMAN ALCANTAR: Item 7. Discussion,
25 Consideration and Possible Action Regarding the Estimated

1 Employment Trust Fund Balance Pursuant to the Texas Labor
2 Code 204.061 and the Estimated ETI and Holding Fund Balance,
3 Randy Townsend. Good morning, Randy.

4 MR. TOWNSEND: Good morning, Chairman,
5 Commissioners. For the record Randy Townsend, Chief
6 Financial Officer. This morning Commissioners, I was going
7 to present our latest Trust Fund projecti -- Unemployment
8 Trust Fund projection. This will our estimated balance for
9 next October 1st, 2016.

10 I'll just begin with reminding where -- where we
11 started the year with our Trust Fund balance at
12 1,689,000,000. We're es -- estimating currently that we
13 will add about 2.3 billion to the Trust Fund over the year
14 in collections from employers. We will probably be re --
15 looking at that more closely for the upcoming year after we
16 get a little bit more information about current tax rates
17 for the -- for the next year. But right now, it's 2.3
18 billion estimated.

19 The estimated payout is right around 2.6 billion
20 for the year at this point is our estimate. That would
21 leave the cash balance of the Trust Fund at just under 1.5
22 billion. When you take into account the outstanding bonds
23 that are owed and look at the position of the floor, the --
24 the Trust Fund would be about 145 million over the floor
25 when you take all that into account.

1 I wanted to share with you also the status for our
2 Employment and Training Investment Assessment Holding Fund,
3 the ETI Holding Fund. The beginning balance as of
4 September, it was estimated 84 million. That was taking
5 into account the transfers to the skills program for this
6 year and then the estimated transfer for next year as well
7 to fund that appropriation for the skills development
8 program. It also assumes a collection of about 109 million
9 into that fund for ETI. And that would leave a balance of
10 just over 190 million is our current estimate.

11 Now I'll just give you kind of the latest trends
12 for the Trust Fund, Unemployment Trust Fund starting with
13 the benefits paid averaging about 48.8 million per week.
14 That was for the six weeks that ended November 17th. That
15 was up about 42 percent from the six-week one-year-ago
16 average. Initial claims averaged 16,490; again, six weeks
17 ending November 17th and initial claims were up about 17
18 percent over the one-year-ago six-week average. And finally
19 continued claims averaged 152,632 for the six weeks ending
20 November 17th and that's up about 27 percent from the one-
21 year-ago six-week average.

22 Commissioners, that concludes my comments this
23 morning. If you have any questions or --

24 CHAIRMAN ALCANTAR: Commissioners, any questions
25 or comments?

1 COMM. CONGLETON: No questions, thank you.

2 CHAIRMAN ALCANTAR: Thank you, Randy.

3 MR. TOWNSEND: Thank you.

4 CHAIRMAN ALCANTAR: Good job, really appreciate
5 it.

6 AGENDA ITEM NO. 8

7 CHAIRMAN ALCANTAR: Item 8. Discussion,
8 Consideration and Possible Action Regarding the Appointment
9 of Members to the Texas Advisory Committee for Purchasing
10 from People with Disabilities, Ed Serna. Morning, Ed.

11 MR. SERNA: Morning, Mr. Chairman, Commissioners,
12 Mr. Temple. For the record, my name is Ed Serna. I'm the
13 Deputy Executive Director, Texas Workforce Commission. We
14 were before -- I was before the Commission in September with
15 a recommendation for the nomination of the 13-member
16 advisory committee. At the Commission's instruction based
17 on the feedback that it received from the public, we went
18 back out and sought additional applications for two of those
19 positions, the two individuals of the disabilities that work
20 for a CRP.

21 We received a total of 12 additional applications.
22 Unfortunately, several of those were from qualified
23 individuals, but they were not employed by a CRP. And that
24 eliminated about three or four of those 12. We did find
25 some good applications -- some good applicants and are

1 making a recommendation which is before you to fill the --
2 the committee -- or not fill the committee but to establish
3 the committee.

4 In addition, one of our responsibilities, the
5 Commission's responsibility, is to establish the chairman
6 for that -- for that committee. We would recommend that it
7 be one of the individuals that represents an advocacy group
8 just because of their active role in attempting to assist
9 that community, the disabled community. And specifically,
10 we would recommend -- I would recommend and the staff would
11 recommend Jean Langendorf, who is with Disabilities Rights
12 Texas here in Austin, as the -- as the initial chairman for
13 this committee.

14 I would also like to remind the Commissioners that
15 the committee members serve staggered four-year terms. So
16 in order to get that staggering four-year term started,
17 we'll have a -- a drawing so to speak. Six of the committee
18 members will -- will serve two-year terms initially and six
19 will serve four-year terms. And then the two years will --
20 will be renewed committee members before the -- before the
21 Commission and that'll get the staggered four year started.

22 The 13th member is designated specifically in the
23 Senate Bill and that's the Executive Commissioner of the
24 Health and Human Services Commission or his designee and the
25 -- he's -- there is a designee. Commissioner Traylor has

1 designated someone to -- to represent him on the committee.

2 CHAIRMAN ALCANTAR: Thank you. And Ed, the -- the
3 goal is to have the first meeting when and to get going on
4 this?

5 MR. SERNA: I'd like to reach out to the committee
6 members. If you all approve the committee, I'd like to
7 reach out the committee members and see if we can have an
8 initial meeting sometime this month. With the holidays,
9 it's a little -- little difficult. But try to have an
10 initial meeting sometimes this month.

11 If you agree with my recommendation for the
12 chairmanship, I'll reach out to that individual no later
13 than tomorrow but probably try to do that today and get the
14 first meeting established and then -- it'll be an
15 organizational meeting and then set a schedule for meetings
16 because this -- the committee will help us establish
17 performance measures, work on the certification of the
18 community rehabilitation program participants in the -- in
19 the program, and also help us just kind of make sure the
20 program is doing what it's intended to do.

21 CHAIRMAN ALCANTAR: Great. Commissioner Hughs,
22 any questions?

23 COMM. HUGHS: No, I just want to thank you and the
24 staff for all your work on this.

25 MR. SERNA: Thank you, ma'am. I appreciate it.

1 CHAIRMAN ALCANTAR: Commissioner Congleton?

2 COMM. CONGLETON: Move that we appoint these fine
3 people to the Purchasing for our People with Disabilities
4 Program Advisory Committee now to two and four-year
5 staggered terms and that we appoint the chairman that you
6 said staff selected. I agree with all of that.

7 MR. SERNA: Thank you, Sir.

8 COMM. HUGHS: I second that motion.

9 CHAIRMAN ALCANTAR: It is unanimous. Thank you,
10 Ed. I really appreciate it.

11 MR. SERNA: Thank you.

12 AGENDA ITEM NO.9

13 CHAIRMAN ALCANTAR: Item 9. Discussion,
14 Consideration and Possible Action Regarding Awards. And I
15 think we have no update there -- update there. Is that
16 correct?

17 UNKOWN SPEAKER: Yeah.

18 CHAIRMAN ALCANTAR: There is no update.

19 AGENDA ITEM NO. 10

20 CHAIRMAN ALCANTAR: Item 10. Discussion,
21 Consideration and Possible Action Regarding the Acceptance
22 of Pledges for Board Contract Year 2016 Child Care Matching
23 Funds. Courtney, good morning.

24 MS. ARBOUR: Good morning, Chairman,
25 Commissioners, Mr. Temple. Courtney Arbour, Workforce

1 Division. As you know, annually local Workforce Development
2 Boards submit local child care match pledges to secure
3 federal child care funds pursuant to Commission Rule 800.73.
4 Today staff request your acceptance of these pledges for
5 donations, transfers, and certifications of expense in the
6 amount of \$4,856,535.

7 CHAIRMAN ALCANTAR: Commissioner Congleton?

8 COMM. CONGLETON: Move that we accept the pledges
9 of the Board Contract Year 2016 in the amount of 4,856,535
10 as discussed by staff.

11 COMM. HUGHS: And I second the motion.

12 CHAIRMAN ALCANTAR: It is unanimous.

13 AGENDA ITEM NO. 11

14 CHAIRMAN ALCANTAR: Item 11. Discussion,
15 Consideration and Possible Action Regarding Establishing
16 Board Child Care Maximum Reimbursement rates. Patricia,
17 good morning.

18 MS. GONZALEZ: Good morning, Chairman,
19 Commissioners, Mr. Temple. For the record Patricia
20 Gonzalez, Workforce Development Division. This morning we
21 bring forward for your consideration a discussion paper on
22 establishing Board maximum reimbursement rates.

23 The Texas Workforce Commission's Child Care
24 Services Rule at 809.20(a) requires local Workforce
25 Development Boards to establish child care subsidy maximum

1 reimbursement rates. When establishing the maximum
2 reimbursement rates for child care subsidies, Boards must
3 consider the ability to meet performance targets for the
4 number of children in care per day. The guidance currently
5 set forth requires Boards intending to increase rates to
6 provide written justification to obtain TWC approval prior
7 to impl -- implementation.

8 Staff recommends to remove the requirement that
9 Boards must obtain approval for child care reimbursement
10 rates and modify guidance to require that Boards ensure that
11 under a Board-approved child care rate increase the Board
12 will meet its contracted target for average number of
13 children served per day and keep expenditures within its
14 child care allocation.

15 Staff also recommends that Boards consult with the
16 Department of Operational Insight prior to increasing child
17 care reimbursement rates and that DOI's "Rate Tool" continue
18 to be updated and used as a part of the consultation with
19 Boards. In accordance with current Workforce policies,
20 Boards failing to meet performance may be subject to
21 corrective action as well.

22 This concludes my presentation. And I'm prepared
23 to answer questions, if any.

24 CHAIRMAN ALCANTAR: Commissioners, any questions?
25 Commissioner Congleton?

1 COMM. CONGLETON: Move that we remove the
2 requirement that Boards obtain advanced approval for child
3 care reimbursement rates increases provided that they
4 consult with TWC, take the steps to ensure they meet their
5 performance targets, and keep expenditures within their
6 allocation.

7 COMM. HUGHS: I second the motion.

8 CHAIRMAN ALCANTAR: It is unanimous. Thank you,
9 Patricia for working with the Boards on that.

10 AGENDA ITEM NO. 12

11 CHAIRMAN ALCANTAR: Item 12. Discussion,
12 Consideration and Possible Action Regarding Adult Education
13 and Literacy Advisory Committee Membership, Anson Green.
14 Good morning, Anson.

15 MR. GREEN: Good morning, Chairman Alcantar,
16 Commissioners. I'm Anson Green, State Director for Adult
17 Education and Literacy. Senate Bill 307 from the 83rd Texas
18 Legislature transferred the Adult Education program from the
19 Texas Education Agency to TWC and requires the Commission to
20 establish an advisory committee for Adult Education and
21 Literacy. The advisory committee must be composed of no
22 more than 9 members, including at least one representative
23 of the business community and one representative of a local
24 Workforce Development Board.

25 Recently business community representative member,

1 David Russel, retired and the terms of three other members
2 ended. To comply with Senate Bill 307, four new members
3 must be appointed; one of them must be a business community
4 representative.

5 The nominees to fill vacancies include William
6 Bert Miller from Navasota representing the business
7 community and the local Workforce Development Board; Wanda
8 Garza from McAllen, Texas representing a provider at a
9 community college; Nancy Crawford from Tyler representing a
10 nonprofit provider; and Joyce Delores Taylor from Houston
11 representing the business community. Be happy to take any
12 questions and this Item is up for approval.

13 CHAIRMAN ALCANTAR: Commissioners, any questions?
14 Commissioner Congleton?

15 COMM. CONGLETON: Move that approve the four
16 nominees for the AEL -- AEL advisory committee.

17 COMM. HUGHS: I second the motion.

18 CHAIRMAN ALCANTAR: It is unanimous. Thank you
19 for working so hard on that, Anson, appreciate it.

20 AGENDA ITEM NO. 13

21 CHAIRMAN ALCANTAR: Item 13. Discussion,
22 Consideration and Possible Action Regarding Approval of
23 Local Board Nominees. Good morning, John.

24 MR. FULLER: Good morning, Mr. Chairman,
25 Commissioners, Mr. Temple. For the record John Fuller,

1 Workforce Development Division. Commissioners before you
2 today, you have nominations from Cameron County, Capital
3 Area, Deep East Texas, Golden Crescent, North Texas,
4 Northeast Texas, and Texoma.

5 CHAIRMAN ALCANTAR: Commissioner Congleton?

6 COMM. CONGLETON: Move that we approve the Board
7 nominees from Cameron County, Capital Area, Deep East,
8 Golden Crescent, North Texas, Northeast, and Texoma.

9 COMM. HUGHS: I second the motion.

10 CHAIRMAN ALCANTAR: It is unanimous. Thank you,
11 John.

12 AGENDA ITEM NO. 14

13 CHAIRMAN ALCANTAR: Item 15. No, Item 14.
14 Discussion, Consideration and Possible Action Regarding
15 Enacted, Proposed, or Considered Federal or State
16 Legislation, Tom McCarty. Good morning, Tom.

17 MR. McCARTY: Good morning, Mr. Chairman,
18 Commissioners. Tom McCarty, External Relations. The
19 Transition Oversight Committee for Health and Human Services
20 has posted a meeting for January the 25th at 1:30 in the
21 afternoon. This invited testimony and currently we have not
22 been invited to participate in that hearing.

23 I think my -- my understanding it's mostly the
24 Sunset Commission and the Health and Human Services that
25 will be testifying before the Committee. I'm available if

1 you have any questions.

2 CHAIRMAN ALCANTAR: Do we have any questions? We
3 have no questions, Tom. Thank you.

4 MR. FULLER: Thank you.

5 AGENDA ITEM NO. 15

6 CHAIRMAN ALCANTAR: Item 15. Report and Update by
7 the Executive Director. Larry, what do you got for us this
8 morning?

9 MR. TEMPLE: Mr. Chairman, just wanted to let you
10 know that we continue to get really good respo -- response
11 from DARS with the -- the -- the conference and they felt
12 welcome continue to get emails. I'm sure you guys are when
13 you're out and about, hear the same thing so we're beginning
14 obviously next year/'s conference planning. And we'll be
15 including them in this planning to -- to work on not only
16 the breakout sessions but also the training that I'm sure
17 they'll certainly do and about any ideas on keynotes.

18 CHAIRMAN ALCANTAR: Great. Really appreciate all
19 those efforts. One of the things I'd like to do, Larry, is
20 we get these wonderful staff briefings from Glen and -- and
21 the team. Let's -- let's have one a month here. Let's
22 continue to do that, but for one of the weeks throughout
23 each of the coming months, Glen, let's just have a briefing
24 in here. So let's add that to -- to the agenda. Anything
25 else anybody wanted to cover?

1 UNKNOWN SPEAKER: No.

2 COMM. HUGHS: Do you want to let us --

3 CHAIRMAN ALCANTAR: Yes?

4 COMM. HUGHS: -- do the DUA update?

5 MR. TEMPLE: Oh, yeah, we could do that. I'm
6 sorry. Staff report on the DUA update.

7 CHAIRMAN ALCANTAR: Great.

8 MR. TEMPLE: We'll send you the emails.

9 CHAIRMAN ALCANTAR: I appreciate that. Good
10 morning.

11 MR. COLE: Good morning. For the record -- for
12 the record Clay Cole, Unemployment Insurance Support
13 Services. Good morning, Chairman, Commissioners, Mr.
14 Temple. The Presidential Disaster Declaration was signed
15 last Wednesday for workers in 15 counties as a result of the
16 severe storms, tornadoes, straight line winds, and flooding
17 between October 22nd and October 31st. Counties impacted
18 include Bastrop, Brazoria, Caldwell, Comal, Galveston,
19 Guadalupe, Hardin, Harris, Hays, Hidalgo, Liberty, Navarro,
20 Travis, Willacy, and Wilson counties.

21 TWC is accepting applications through our self-
22 service Internet application and by phone through our Tele-
23 centers. We will be waiving the work search requirements
24 temporarily. The Press Release will be issued today and our
25 Funds Request to DOL is being pre -- prepared for signature.

1 To date, we've identified 51 potential disaster
2 impacted claims taken, which 10 of those may be eligible for
3 Disaster Unemployment Assistance because they're not el --
4 eligible for regular unemployment. This concludes my
5 report. Do you have any questions?

6 CHAIRMAN ALCANTAR: I have no questions, Clay. I
7 just want to thank you, Lashay (ph), and the rest of the
8 team for all your diligent work to make sure we're ready for
9 these sort of emergencies so I thank you.

10 The -- there is no Executive Session today. So
11 that brings us to the Work Session on report on Texas Growth
12 Occupations. We'll pause for 5 minutes to allow staff to
13 set up and then we'll get started.

14 (Proceedings concluded at 12:24 p.m.)

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C E R T I F I C A T E

STATE OF TEXAS)
COUNTY OF TRAVIS)

I, Kimberly C. McCright, Certified Vendor and Notary in and for the State of Texas, do hereby certify that the above-mentioned matter occurred as hereinbefore set out.

I FURTHER CERTIFY THAT the proceedings of such were reported by me or under my supervision, later reduced to typewritten form under my supervision and control and that the foregoing pages are a full, true and correct transcription of the original notes.

IN WITNESS WHEREOF, I have hereunto set my hand and seal this 8th day of December, 2015.

/s/ Kimberly C. McCright
Kimberly C. McCright
Certified Vendor and Notary Public

Verbatim Reporting & Transcription, LLC
1322 Space Park Drive, Suite C165
Houston, Texas 77058
281.724.8600