State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- DIVISION OF AFFIRMATIVE ACTION BULLETIN -

Date:	July 12, 2006	**Subject:**	2004-2006 Policy and Procedure Standards for Agency Affirmative Action/Equal Employment Opportunity Plans and Affirmative Action/Equal Employment Opportunity Program Certification Procedures
Locator No.:	OSER-0116-AA		

The purpose of this bulletin is to announce the extension of existing, approved AA/EEO plans, and to outline the timeline for the AA/EEO Program Certification Procedures.

Extension of AA/EEO Plan

All state agencies, including University of Wisconsin System campuses, whose affirmative action plans have been approved for the period of August 31, 2004 to June 30, 2006, will have their plans extended until December 31, 2007. All affirmative action goals set forth in agency and university affirmative action plans will remain in effect. Expanded certification will be continued for classifications in underutilized job groups for this period. Pursuant to s. 230.04(9)(a), Wis. Stats.,, the Office of State Employment Relations (OSER) Director establishes standards for affirmative action plans to be prepared by all agencies. The extension will allow time to review and reconcile the issues raised by many state agencies for compliance between the federal and state standards for affirmative action plan.

AA/EEO Program Certification Procedures Timeline

The AA/EEO Program Certification Procedures have been established to ensure that state agencies and university campuses are operating under the state AA/EEO program and are in compliance with the basic AA/EEO requirements. Currently, the AA/EEO Program Certification standards are under agency review and the final guidelines for program certification will be released by the OSER Division of Affirmative Action on August 1, 2006. State agencies will have until October 1, 2006, to complete and submit their certification documentation to the DAA. Certification will be effective from October 1, 2006, through June 30, 2009.

If you have questions regarding these issues, contact Demetri Fisher, Administrator, Division of Affirmative Action, at (608) 266-3017 or Lai Wong, Senior Analyst, at (608) 266-7810.

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