

JOBS UPDATES

Job Opportunities and Basic Skills Program

WORK VERIFICATION POINTS UPDATES

DECEMBER 2022

Fair Labor Standards Act (FLSA)

The Fair Labor Standards Act (FLSA) applies to participants working in an unpaid JOBS work activities (CP, SW, and WE). FLSA requires that participants engaged in these activities not work more hours than the combined value of the TANF and SNAP benefits divided by Oregon minimum wage in the county in which the participant resides.

To calculate the maximum number of hours a participant can engage in an unpaid JOBS work activity (CP, SW, WE) use the following formula: monthly TANF grant amount + monthly SNAP benefits ÷ Oregon minimum wage in the county in which the participant resides ÷ 4.3 average weeks = **Maximum** number of unpaid weekly work hours allowed. Round down to the nearest hour. A FLSA calculator is available on the [JOBS Program Staff Tools](#) page.

The case plan hours for the work activity (CP, SW, WE) cannot exceed the FLSA hours. A participant cannot voluntarily participate in more hours than the maximum calculated FLSA hours. A participant can participate in additional activities such as JO and LS in addition to the FLSA hours.

If you have any questions, please contact: TANF.Policy@dhsosha.state.or.us

TANF Analyst Hour Information and Q&A can be located at the following link:
http://www.dhs.state.or.us/caf/ss/tanf/analyst_hour.html