

Taco Tuesday with TANF

05/21/19

Topic: Employment Separation

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Q: Does separation from field work count as good cause?

A: Most agricultural work is seasonal or day labor work. Even if they may be there for a few months, their hours are not certain, and they are often not paid by the hour.

That's different if they are employed by a farm and have regular full-time work year-round.

Certain crops can be long-term, so have a conversation with the employer to see if there is a reasonable expectation of more full-time work. Be sure to narrate very clearly what information went into the decision when determining good cause.

Q: If a participant has a start date for new employment and is scheduled to work full time 40hrs per week, and they no show, would this cause a penalty?

A: The rule does apply to individuals that are hired to work 100 hours or more a month, so we would need to determine if they had good cause for not showing up.

Q: If a participant accepts a position but no longer has reliable transportation, is that considered good cause?

A: Transportation is similar to child care. What steps did they take to remedy the situation before they quit? Did they try to work it out with their employer, or look into alternate transportation options?

Did they have a plan when they took the job, and the transportation became a hardship issue that they didn't expect? Depending on how the conversation goes it could be good cause or not.

It's helpful to know why the transportation is an issue.

Example: Bobbie accepted work at ABC towing as a call center operator. Bobbie rides the bus to and from work, two months into their employment Bobbie is moved to the night shift. There is no public transportation available during Bobbie's new scheduled hours. Bobbie attempts to resolve the issue with the employer and lets them know that they are dependent on public transportation to get to work. The employer is unable to offer Bobbie a different shift. Bobbie quits the day the new shift takes effect. – Good cause for no transportation would be granted.

Q: How would we determine good cause if a participant is hired through a temp agency at 40hrs and is notified after a month and a half that the employer would not offer permanent employment, so the client stops going even though they were not actually laid off?

A: It depends if that job placement was supposed to last more than 90 days, and if they had another temp placement lined up after.

Q: If a participant closes for being over income due to employment, then they come in to apply and the worker determines no good cause for employment separation, does the worker end the employment payments (EP) and code employment separation date (ESD)?

A: Yes, once they lose employment they lose eligibility for employment payments, so we would send timely notice, close the EP and code the ESD on the case.

Q: Do we need to give timely notice if we are ending EP Payments?

A: Yes. The original notice when we approved EP gave a schedule for the 3 months, so if we're closing before that period we need to send a timely closure notice.