

## JOBS Unpaid Work Activities – 2014 FLSA Chart

### Maximum Number of Unpaid Work Hours Allowed in WE, SW and CP

The Fair Labor Standards Act (FLSA) applies to individuals working in JOBS unpaid work activities. These are: WE-Work Experience, SW-Supported/Sheltered Work, and CP- Community Programs. The FLSA requires that individuals engaged in unpaid work activities, in effect, cannot "work off" their TANF and SNAP benefits at an hourly rate less than the State minimum wage.

**The chart below provides the maximum number of unpaid weekly hours allowed under the FLSA for 2014. Maximum hours are calculated using the following formula: (Monthly TANF grant amount + monthly SNAP benefits) ÷ Oregon hourly minimum wage (\$9.10/hr) = maximum number of monthly participation hours allowed ÷ 4.33 = maximum number of unpaid weekly work hours allowed. If hours are partial, round down to lowest whole hour.**

Under this calculation, if a client is limited to participating less than the 20/30 (or 35/55 for two parent households) hours required by federal participation standards, but the client actually participates the maximum number of hours allowed, they will be "deemed up" to the 20 hours or 30 hours. For example, if a client can only be required to do 16 hours per week of WE, as long as they participate the full 16 hours each week, they will be "deemed up" to 20 or 30 hours. In households with two work-eligible adults, no deeming up is occurring and the only application of information is if the individual is going through the re-engagement process. . *Note – The “deeming” process is calculated at the state reporting to federal level, not locally.*

#### FLSA only applies to WE-Work Experience and SW-Supported/Sheltered Work

FLSA Weekly Hour Maximum	Total of TANF and SNAP Benefit		FLSA Weekly Hour Maximum	Total of TANF and SNAP Benefit
3	\$119 - \$157		22	\$867 - \$906
4	\$158 - \$196		23	\$907 - \$945
5	\$197 - \$236		24	\$946 - \$984
6	\$237 - \$275		25	\$985 - \$1024
7	\$276 - \$315		26	\$1025 - \$1063
8	\$316 - \$354		27	\$1064 - \$1103
9	\$355 - \$393		28	\$1104 - \$1142
10	\$394 - \$433		29	\$1143 - \$1181
11	\$434 - \$472		30	\$1182 - \$1221
12	\$473 - \$512		31	\$1222 - \$1260
13	\$513 - \$551		32	\$1261 - \$1300
14	\$552 - \$590		33	\$1301 - \$1339
15	\$591 - \$630		34	\$1340 - \$1378
16	\$631 - \$669		35	\$1379 - \$1418
17	\$670 - \$709		36	\$1419 - \$1457
18	\$710 - \$748		37	\$1458 - \$1497
19	\$749 - \$787		38	\$1498 - \$1536
20	\$788 - \$827		39	\$1537 - \$1575
21	\$828 - \$866		40	\$1576 - \$1615

Although the individuals in the TANF and SNAP filing groups may vary, for the purposes of FLSA, the calculation of the maximum number of weekly participation hours allowed is based on TANF + the SNAP benefit allotment in which the TANF participant is in the filing group.