

JOBS Unpaid Work Activities – 2016 FLSA Charts

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 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 2016. Maximum hours are calculated using the following formula: (Monthly TANF grant amount + monthly SNAP benefits) ÷ Oregon hourly minimum wage (See minimum wage schedules) = maximum number of monthly participation hours allowed ÷ 4.33 = maximum number of unpaid weekly hours allowed. If hours are partial, round down to lowest whole hour. Oregon's minimum wage will vary depending on area, due to legislation effective July 1st, 2016. Minimum wage calculations are based on the area where the work is actually done, regardless of where the company processes payroll.

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, they will be "deemed up" to 20 hours as long as they participate the full 16 hours each week. 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.

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.

**** Please use the schedules for the 3 minimum wage areas in Oregon on the following pages ****

Standard Area Minimum Wage Schedule
 (All areas of Oregon not included in the MSA or Nonurban schedules)

FLSA Weekly Hour Maximum Standard Schedule	Total of TANF and SNAP Benefit		FLSA Weekly Hour Maximum Standard Schedule	Total of TANF and SNAP Benefit
3	\$125 - \$166		22	\$926 - \$968
4	\$167 - \$208		23	\$969 - \$1011
5	\$209 - \$251		24	\$1012 - \$1053
6	\$252 - \$294		25	\$1054 - \$1095
7	\$295 - \$335		26	\$1096 - \$1137
8	\$336 - \$377		27	\$1138 - \$1179
9	\$378 - \$420		28	\$1180 - \$1222
10	\$421 - \$462		29	\$1223 - \$1264
11	\$463 - \$504		30	\$1265 - \$1306
12	\$505 - \$546		31	\$1307 - \$1348
13	\$547 - \$588		32	\$1349 - \$1391
14	\$589 - \$631		33	\$1392 - \$1433
15	\$632 - \$673		34	\$1434 - \$1475
16	\$674 - \$715		35	\$1476 - \$1517
17	\$716 - \$757		36	\$1518 - \$1559
18	\$758 - \$800		37	\$1560 - \$1602
19	\$801 - \$842		38	\$1603 - \$1644
20	\$843 - \$884		39	\$1645 - \$1686
21	\$885 - \$926		40	\$1687 - \$1728

Metropolitan Service Area Minimum Wage Schedule
(Clackamas, Multnomah, and Washington Counties)

FLSA Weekly Hour Maximum Standard Schedule	Total of TANF and SNAP Benefit		FLSA Weekly Hour Maximum Standard Schedule	Total of TANF and SNAP Benefit
3	\$125 - \$166		22	\$926 - \$968
4	\$167 - \$208		23	\$969 - \$1011
5	\$209 - \$251		24	\$1012 - \$1053
6	\$252 - \$294		25	\$1054 - \$1095
7	\$295 - \$335		26	\$1096 - \$1137
8	\$336 - \$377		27	\$1138 - \$1179
9	\$378 - \$420		28	\$1180 - \$1222
10	\$421 - \$462		29	\$1223 - \$1264
11	\$463 - \$504		30	\$1265 - \$1306
12	\$505 - \$546		31	\$1307 - \$1348
13	\$547 - \$588		32	\$1349 - \$1391
14	\$589 - \$631		33	\$1392 - \$1433
15	\$632 - \$673		34	\$1434 - \$1475
16	\$674 - \$715		35	\$1476 - \$1517
17	\$716 - \$757		36	\$1518 - \$1559
18	\$758 - \$800		37	\$1560 - \$1602
19	\$801 - \$842		38	\$1603 - \$1644
20	\$843 - \$884		39	\$1645 - \$1686
21	\$885 - \$926		40	\$1687 - \$1728

Nonurban Area Minimum Wage Schedule

(Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallow, and Wheeler Counties)

FLSA Weekly Hour Maximum Standard Schedule	Total of TANF and SNAP Benefit		FLSA Weekly Hour Maximum Standard Schedule	Total of TANF and SNAP Benefit
3	\$122 - \$162		22	\$902 - \$944
4	\$163 - \$200		23	\$945 - \$985
5	\$201 - \$244		24	\$986 - \$1026
6	\$245 - \$285		25	\$1027 - \$1067
7	\$286 - \$327		26	\$1068 - \$1108
8	\$328 - \$368		27	\$1109 - \$1149
9	\$369 - \$409		28	\$1150 - \$1189
10	\$410 - \$450		29	\$1190 - \$1231
11	\$451 - \$491		30	\$1232 - \$1273
12	\$492 - \$532		31	\$1274 - \$1314
13	\$533 - \$573		32	\$1315 - \$1355
14	\$574 - \$614		33	\$1356 - \$1396
15	\$615 - \$656		34	\$1397 - \$1437
16	\$657 - \$697		35	\$1438 - \$1478
17	\$698 - \$738		36	\$1479 - \$1519
18	\$739 - \$779		37	\$1520 - \$1561
19	\$780 - \$820		38	\$1562 - \$1602
20	\$821 - \$861		39	\$1603 - \$1643
21	\$862 - \$902		40	\$1644 - \$1684