

Department of Public Health
and Human Services

Section:
WORK REGISTRATION

SUPPLEMENTAL NUTRITION ASSISTANCE
PROGRAM

Subject:
Unsuitable Employment

Supersedes: FS 704-1 (10/01/05)

References: 7 CFR 273.7, Food Stamp Act Section 6 (D)(2)

GENERAL RULE -- A job is considered unsuitable employment under any of the following conditions:

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| WAGES | 1. It pays less than the Federal minimum wage, the State minimum wage, or less than 80% of the Federal minimum wage if the job is not covered by minimum wage laws; |
| | 2. It is offered on a piece-rate basis and the average hourly pay does not meet the requirements of #1 above; |
| SAFETY | 3. It is dangerous to health or safety; |
| COMMUTE | 4. It requires a daily commuting time of more than two (2) hours. This time cannot include time to transport a child to and from day care; |

EXAMPLE:

A household moves from Beach, North Dakota to Wibaux, Montana (10 miles). The commuting time to the current job remains under two hours, but earner quit his job to move. This move would not be good cause for quitting even though the household has moved to another state because the commuting time is less than two hours.

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| | 5. The distance to the place of employment prohibits walking and no transportation is available; |
| LIMITATIONS | 6. It is work that the individual is physically or mentally unable to do as documented by medical evidence; |
| UNION | 7. It requires that the individual join or resign from a union or prohibits joining a union; |

NOTE: An individual required to pay representation fees to the union but not required to actually join the union does not have good cause. (e.g., state or federal employees)

- STRIKE** 8. There is a strike or lock-out at the work site at the time the job is offered (unless the strike has been enjoined under the Taft-Hartley Act or the Railway Labor Act);
- FIELD OF EXPERIENCE** 9. Employment offered in the first 30 days of registration is not in the major field of experience; or
- RELIGION** 10. The type of work or hours interfere with religious beliefs.

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