



SNAP 703-1 WORK REGISTRATION Good Cause and Unsuitable Employment

Supersedes: SNAP 703-1 and SNAP 704-1 (10/01/2009)

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

Overview: The eligibility staff member is responsible for determining good cause when a SNAP recipient fails or refuses to comply with SNAP work requirements. The eligibility staff member must take into account the facts and circumstances, including information submitted by the employer and by the household member involved, in determining whether or not good cause exists.

DETERMINATION OF VOLUNTARY REDUCTION IN HOURS:

All of the following 3 conditions must occur in order for a reduction in work hours to result in a penalty:

1. The reduction must have occurred either:
 - a. Applicant- within 30 days of the date of application.
 - b. Recipient- while receiving SNAP.
 - c. Upon learning of the reduction in work hours for a recipient individual who is subject to Simplified Reporting apply the penalty the month after the report allowing for ten-day notice.
2. There must be an actual voluntary reduction in work hours. The following are NOT considered a reduction in work hours:
 - a. The individual is working at least 30 hours per week, and getting paid money, after the reduction in hours.
 - b. The individual is working more than one job and the total hours from all jobs are the equivalent of at least 30 hours per week after the reduction.
 - c. The individual is earning the equivalent of at least 30 hours per week at minimum wage after the reduction.
 - d. The individual is working more than one job and the total earnings from all jobs are the equivalent of at least 30 hours at minimum wage after the reduction.
 - e. Reducing self-employment hours or terminating self-employment.
 - f. Changing from one job to another job that is comparable in hours or the equivalent of 30 hours at the federal minimum wage.

- g. Reducing work hours at the demand of an employer. The employer must verify the demand.
- 3. There was not good cause for the voluntary reduction. There is no penalty if there was good cause for reducing work hours. See section on Good Cause later in this policy.

DETERMINATION OF VOLUNTARY QUIT:

All of the following 3 conditions must occur in order for a quit to result in a penalty:

- 1. The quit must have occurred either:
 - a. Applicant- within 30 days of the date of application.
 - b. Recipient- while receiving SNAP.
- 2. There must have been an actual voluntary quit. The following are NOT considered a quit:
 - a. A reduction in hours is not a quit.
 - b. Terminating self-employment is not a voluntary quit.
 - c. If the former employer says the individual was fired, it was not a voluntary quit. Exceptions:
 - i. If the individual was fired for not showing up for work it is considered a quit.
 - ii. An employee of the Federal, State or local government who is on strike against his employer and is fired because of the strike has voluntarily quit without good cause.
 - d. A change from one job to another job that is comparable in hours or salary is not a quit.
 - e. Resigning from a job at the demand of an employer is not a quit. Verify the demand with the employer.
- 3. There was not good cause for the voluntary quit. There is no penalty if there was good cause for quitting. See section on good cause later in this policy.

GOOD CAUSE FOR VOLUNTARY QUIT OR REDUCTION IN HOURS:

Good cause determination will be based on the facts and circumstances, including information submitted by the household member involved and the employer. Good cause includes circumstances beyond the individual's control. Reasons for good cause are listed below:

- 1. Illness of the individual or another household member requiring the presence of the individual in the home.
- 2. A household emergency.
- 3. The lack of adequate child care for children who have reached age 6 but are under age 12.
- 4. Discrimination by an employer based on age, race, sex, color, handicap, national origin, or religious or political beliefs.
- 5. Work demands or conditions that are not reasonable, such as working without being paid on schedule.
- 6. Accepting other employment or enrolling at least half-time in any recognized school training program or institution of higher education that requires the individual to leave employment.

7. Acceptance by any other household member of employment or enrollment at least half-time in any recognized school, training program or institution of higher education in another geographic area that requires the household to move and thereby requires the individual to leave employment.
8. Resignations by persons under the age of 60 which are recognized by the employer as retirement.
9. Leaving a job in connection with patterns of employment in which workers often move from one employer to another, such as migrant farm labor or construction work.
10. The job is not suitable as described below:
 - a. The wage offered is less than the highest of the applicable Federal minimum wage, the applicable State minimum wage, or eighty percent (80%) of the Federal minimum wage if neither the Federal nor State minimum wage is applicable.
 - b. The employment offered is on a piece rate basis and the employee does not expect to earn the wage specified in item (a) above.
 - c. The household member, as a condition of employment or continuing employment, is required to join, resign from, or refrain from joining any legitimate labor organization.
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)
 - d. The work offered is at a site subject to a strike or lockout at the time of the offer, unless the strike is declared unlawful by a court of law.
 - e. The degree of risk to health and safety is not reasonable.
 - f. The member is physically or mentally unfit to perform the employment, as documented by medical evidence or by reliable information from another source.
 - g. The daily, round trip, commute to the place of employment is more than two hours from the individual's home. Do not include the time required to transport a child to and from day care in the daily commuting time.
 - h. A move, which results in more than 2 hours commuting time from the job, is good cause for voluntary quit.
 - i. The distance to the place of employment is too far to walk, and neither public nor private transportation is available to the job site.
 - j. The working hours or nature of employment interferes with the individual's religious observances, convictions or beliefs.
 - k. The employment offered within the first 30 days of registration is not in the individual's major field of experience.

Effective Date: February 13, 2017