

Answer Key

Scenarios

Answer to Scenario 1

Answer: No. Patricia's job ended more than 12 months from the date of request for TANF program benefits. This job does not pass one of the two tests in order to be considered for the employment separation rule OAR [461-135-0070](#).

Answer to Scenario 2

Answer: No. Joann was not fired for misconduct, felony or theft. She was not participating in a labor dispute and she did not voluntarily quit the job. She could still provide child care for other children. Joann and her family would be eligible for TANF.

Answer to Scenario 3

Answer: No. Brian losing his unemployment had nothing to do with the reason he left his most recent employment. He was receiving unemployment, which means he was eligible and would have been eligible for TANF and met the requirements of OAR [461-135-0070](#). Remember, the following are the only reasons for leaving a job, which may result in a TANF denial. They include:

- Discharge for misconduct, felony, or theft
- Labor Dispute
- Voluntary Quit without good cause
- Voluntary Quit in anticipation of a discharge for misconduct felony or theft.

Answer to Scenario 4

Answer: Yes. Sandy had appropriate child care for Michael. However, the availability of special needs care was limited. She was unable to find another provider and would have good cause for leaving her most recent employment.

Question and Answers Key

Answer to Question 1: Examples of types of jobs that would not be considered under the employment separation rule include but are not limited to:

1. JOBS Plus
2. Volunteer or unpaid employment
3. Sheltered work related to a JOBS Plan
4. Temporary or limited duration jobs, also
5. Work Experience
6. On-the-job (OJT)

Answer to Question 2:

True – Most Recent Employment must have the following elements:

- Within the past 12 months from the date of request for TANF; and
- Hired to work 100 or more hours, or
- Scheduled to work 100 or more hours in their final full month; or
- Worked 100 hours or more in their final full month.

Answer to Question 3:

“E” – An applicant who was let go (fired, asked to leave, etc.) from their most recent employment because they didn’t have the appropriate license is not one of the reasons which would deny them TANF. They were not qualified for the job.

Answer to Question 4:

No – Individuals who are not authorized to work in the US would not have proper work authorization documentation and would not have been able to work.

Answer to Question 5:

False – When a family is denied TANF due to the employment separation rule, they are ineligible for 12 months from the month their “most recent employment” ended.

For example: A family applies for TANF in June and is denied due to the employment separation rule. The caretaker relative’s most recent employment ended in January. The family would be eligible again on February 1st. If the caretaker relative works another job they could have a new “most recent employment” in which case we would determine eligibility using the new most recent employment.