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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2013

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A N A C T

RELATING TO HUMAN SERVICES - THE RHODE ISLAND WORKS PROGRAM

Introduced By: Senators Pichardo, Jabour, Goldin, and Crowley

Date Introduced: February 28, 2013

Referred To: Senate Finance

It is enacted by the General Assembly as follows:

1 SECTION 1. Sections 40-5.2-10 and 40-5.2-12 of the General Laws in Chapter 40-5.2
2 entitled "The Rhode Island Works Program" are hereby amended to read as follows:

3 **40-5.2-10. Necessary requirements and conditions.** -- The following requirements and
4 conditions shall be necessary to establish eligibility for the program.

5 (a) Citizenship, alienage and residency requirements.

6 (1) A person shall be a resident of the State of Rhode Island.

7 (2) Effective October 1, 2008 a person shall be a United States citizen, or shall meet the
8 alienage requirements established in section 402(b) of the Personal Responsibility and Work
9 Opportunity Reconciliation Act of 1996, PRWORA, Public Laws No. 104-193 and as that section
10 may hereafter be amended; a person who is not a United States citizen and does not meet the
11 alienage requirements established in PRWORA, as amended, is not eligible for cash assistance in
12 accordance with this chapter.

13 (b) The family/assistance unit must meet any other requirements established by the
14 department of human services by rules and regulations adopted pursuant to the Administrative
15 Procedures Act, as necessary to promote the purpose and goals of this chapter.

16 (c) Receipt of cash assistance is conditional upon compliance with all program
17 requirements.

18 (d) All individuals domiciled in this state shall be exempt from the application of
19 subdivision 115(d)(1)(A) of Public Law 104-193, the Personal Responsibility and Work

1 Opportunity Reconciliation Act of 1996, PRWORA, which makes any individual ineligible for
2 certain state and federal assistance if that individual has been convicted under federal or state law
3 of any offense which is classified as a felony by the law of the jurisdiction and which has as an
4 element the possession, use, or distribution of a controlled substance as defined in section 102(6)
5 of the Controlled Substances Act (21 U.S.C. 802(6)).

6 (e) Individual employment plan as a condition of eligibility.

7 (1) Following receipt of an application, the department of human services shall assess
8 the financial conditions of the family, including the non-parent caretaker relative who is applying
9 for cash assistance for himself or herself as well as for the minor child(ren), in the context of an
10 eligibility determination. If a parent or non parent caretaker relative is unemployed or under-
11 employed, the department shall conduct an initial assessment, taking into account: (A) the
12 physical capacity, skills, education, work experience, health, safety, family responsibilities and
13 place of residence of the individual; and (B) the child care and supportive services required by the
14 applicant to avail himself or herself of employment opportunities and/or work readiness
15 programs.

16 (2) On the basis of such assessment, the department of human services and the
17 department of labor and training, as appropriate, in consultation with the applicant, shall develop
18 an individual employment plan for the family which requires the individual to participate in the
19 intensive employment services. Intensive employment services shall be defined as the work
20 requirement activities in subsections 40-5.2-12(g) and (i).

21 (3) The director, or his/her designee, may assign a case manager to an
22 applicant/participant, as appropriate.

23 (4) The department of labor and training and the department of human services in
24 conjunction with the participant shall develop a revised individual employment plan which shall
25 identify employment objectives, taking into consideration factors above, and shall include a
26 strategy for immediate employment and for preparing for, finding, and retaining employment
27 consistent, to the extent practicable, with the individual's career objectives.

28 (5) The individual employment plan must include the provision for the participant to
29 engage in work requirements as outlined in section 40-5.2-12 of this chapter.

30 (6) (A) The participant shall attend and participate immediately in intensive assessment
31 and employment services as the first step in the individual employment plan, unless temporarily
32 exempt from this requirement in accordance with this chapter. Intensive assessment and
33 employment services shall be defined as the work requirement activities in subsections 40-5.2-
34 12(g) and (i).

1 (B) Parents under age twenty (20) without a high school diploma or General Equivalency
2 Diploma (GED) shall be referred to special teen parent programs which will provide intensive
3 services designed to assist teen parent to complete high school education or GED, and to continue
4 approved work plan activities in accord with Works program requirements.

5 (7) The applicant shall become a participant in accordance with this chapter at the time
6 the individual employment plan is signed and entered into.

7 (8) Applicants and participants of the Rhode Island Work Program shall agree to comply
8 with the terms of the individual employment plan, and shall cooperate fully with the steps
9 established in the individual employment plan, including the work requirements.

10 (9) The department of human services has the authority under the chapter to require
11 attendance by the applicant/participant, either at the department of human services or at the
12 department of labor and training, at appointments deemed necessary for the purpose of having the
13 applicant enter into and become eligible for assistance through the Rhode Island Work Program.
14 Said appointments include, but are not limited to, the initial interview, orientation and
15 assessment; job readiness and job search. Attendance is required as a condition of eligibility for
16 cash assistance in accordance with rules and regulations established by the department.

17 (10) As a condition of eligibility for assistance pursuant to this chapter, the
18 applicant/participant shall be obligated to keep appointments, attend orientation meetings at the
19 department of human services and/or the Rhode Island department of labor and training,
20 participate in any initial assessments or appraisals and comply with all the terms of the individual
21 employment plan in accordance with department of human service rules and regulations.

22 (11) A participant, including a parent or non-parent caretaker relative included in the
23 cash assistance payment, shall not voluntarily quit a job or refuse a job unless there is good cause
24 as defined in this chapter or the department's rules and regulations.

25 (12) A participant who voluntarily quits or refuses a job without good cause, as defined
26 in subsection 40-5.2-12(1), while receiving cash assistance in accordance with this chapter, shall
27 be sanctioned in accordance with rules and regulations promulgated by the department.

28 (f) Resources.

29 (1) The Family or assistance unit's countable resources shall be less than the allowable
30 resource limit established by the department in accordance with this chapter.

31 (2) No family or assistance unit shall be eligible for assistance payments if the combined
32 value of its available resources (reduced by any obligations or debts with respect to such
33 resources) exceeds one thousand dollars (\$1,000).

34 (3) For purposes of this subsection, the following shall not be counted as resources of the

1 family/assistance unit in the determination of eligibility for the works program:

2 (A) The home owned and occupied by a child, parent, relative or other individual;

3 (B) Real property owned by a husband and wife as tenants by the entirety, if the property
4 is not the home of the family and if the spouse of the applicant refuses to sell his or her interest in
5 the property;

6 (C) Real property which the family is making a good faith effort to dispose of, however,
7 any cash assistance payable to the family for any such period shall be conditioned upon such
8 disposal of the real property within six (6) months of the date of application and any payments of
9 assistance for that period shall (at the time of disposal) be considered overpayments to the extent
10 that they would not have occurred at the beginning of the period for which the payments were
11 made. All overpayments are debts subject to recovery in accordance with the provisions of the
12 chapter;

13 (D) Income producing property other than real estate including, but not limited to,
14 equipment such as farm tools, carpenter's tools and vehicles used in the production of goods or
15 Services which the department determines are necessary for the family to earn a living;

16 (E) One vehicle for each adult household member, but not to exceed two (2) vehicles per
17 household, and in addition, a vehicle used primarily for income producing purposes such as, but
18 not limited to, a taxi, truck or fishing boat; a vehicle used as a family's home; a vehicle which
19 annually produces income consistent with its fair market value, even if only used on a seasonal
20 basis; a vehicle necessary to transport a family member with a disability where the vehicle is
21 specially equipped to meet the specific needs of the person with a disability or if the vehicle is a
22 special type of vehicle that makes it possible to transport the person with a disability;

23 (F) Household furnishings and appliances, clothing, personal effects and keepsakes of
24 limited value;

25 (G) Burial plots (one for each child, relative, and other individual in the assistance unit),
26 and funeral arrangements;

27 (H) For the month of receipt and the following month, any refund of federal income
28 taxes made to the family by reason of section 32 of the Internal Revenue Code of 1986, 26 U.S.C.
29 section 32 (relating to earned income tax credit), and any payment made to the family by an
30 employer under section 3507 of the Internal Revenue Code of 1986, 26 U.S.C. section 3507
31 (relating to advance payment of such earned income credit);

32 (I) The resources of any family member receiving supplementary security income
33 assistance under the Social Security Act, 42 U.S.C. section 301 et seq.

34 (g) Income.

1 (1) Except as otherwise provided for herein, in determining eligibility for and the amount
2 of cash assistance to which a family is entitled under this chapter, the income of a family includes
3 all of the money, goods, and services received or actually available to any member of the family.

4 (2) In determining the eligibility for and the amount of cash assistance to which a
5 family/assistance unit is entitled under this chapter, income in any month shall not include the
6 first one hundred seventy dollars (\$170) of gross earnings plus fifty percent (50%) of the gross
7 earnings of the family in excess of one hundred seventy dollars (\$170) earned during the month.

8 (3) The income of a family shall not include:

9 (A) The first fifty dollars (\$50.00) in child support received in any month from each non-
10 custodial parent of a child plus any arrearages in child support (to the extent of the first fifty
11 dollars (\$50.00) per month multiplied by the number of months in which the support has been in
12 arrears) which are paid in any month by a non-custodial parent of a child;

13 (B) Earned income of any child;

14 (C) Income received by a family member who is receiving supplemental security income
15 (SSI) assistance under Title XVI of the Social Security Act, 42 U.S.C. section 1381 et seq.;

16 (D) The value of assistance provided by state or federal government or private agencies
17 to meet nutritional needs, including: value of USDA donated foods; value of supplemental food
18 assistance received under the Child Nutrition Act of 1966, as amended and the special food
19 service program for children under Title VII, nutrition program for the elderly, of the Older
20 Americans Act of 1965 as amended, and the value of food stamps;

21 (E) Value of certain assistance provided to undergraduate students, including any grant
22 or loan for an undergraduate student for educational purposes made or insured under any loan
23 program administered by the U.S. Commissioner of Education (or the Rhode Island board of
24 governors for higher education or the Rhode Island higher educational assistance authority);

25 (F) Foster Care Payments;

26 (G) Home energy assistance funded by state or federal government or by a nonprofit
27 organization;

28 (H) Payments for supportive services or reimbursement of out-of-pocket expenses made
29 to foster grandparents, senior health aides or senior companions and to persons serving in SCORE
30 and ACE and any other program under Title II and Title III of the Domestic Volunteer Service
31 Act of 1973, 42 U.S.C. section 5000 et seq.;

32 (I) Payments to volunteers under AmeriCorps VISTA as defined in the department's
33 rules and regulations;

34 (J) Certain payments to native Americans; payments distributed per capita to, or held in

1 trust for, members of any Indian Tribe under P.L. 92-254, 25 U.S.C. section 1261 et seq., P.L. 93-
2 134, 25 U.S.C. section 1401 et seq., or P.L. 94-540; receipts distributed to members of certain
3 Indian tribes which are referred to in section 5 of P.L. 94-114, 25 U.S.C. section 459d, that
4 became effective October 17, 1975;

5 (K) Refund from the federal and state earned income tax credit;

6 (L) The value of any state, local, or federal government rent or housing subsidy,
7 provided that this exclusion shall not limit the reduction in benefits provided for in the payment
8 standard section of this chapter.

9 (4) The receipt of a lump sum of income shall affect participants for cash assistance in
10 accordance with rules and regulations promulgated by the department.

11 (h) Time limit on the receipt of cash assistance.

12 (1) Except as provided in subdivision (3) below with respect to certain minor children,

13 ~~No~~ no cash assistance shall be provided, pursuant to this chapter, to a family or assistance unit
14 which includes an adult member who has received cash assistance, either for him/herself or on
15 behalf of his/her children, for a total of ~~twenty-four (24)~~ forty-eight (48) months, (whether or not
16 consecutive) ~~within any sixty (60) continuous months after July 1, 2008~~ to include any time
17 receiving any type of cash assistance in any other state or territory of the United States of
18 America as defined herein. ~~Provided further, in no circumstances other than provided for in~~
19 ~~section (3) below with respect to certain minor children, shall cash assistance be provided~~
20 ~~pursuant to this chapter to a family or assistance unit which includes an adult member who has~~
21 ~~received cash assistance for a total of a lifetime limit of forty-eight (48) months.~~

22 (2) Cash benefits received by a minor dependent child shall not be counted toward their
23 lifetime time limit for receiving benefits under this chapter should that minor child apply for cash
24 benefits as an adult.

25 (3) Certain minor children not subject to time limit. This section regarding the lifetime
26 time limit for the receipt of cash assistance, shall not apply only in the instances of a minor
27 child(ren) living with a parent who receives SSI benefits and a minor child(ren) living with a
28 responsible adult non-parent caretaker relative who is not in the case assistance payment.

29 (4) Receipt of family cash assistance in any other state or territory of the United States of
30 America shall be determined by the department of human services and shall include family cash
31 assistance funded in whole or in part by Temporary Assistance for Needy Families (TANF) funds
32 [Title IV-A of the Federal Social Security Act 42 U.S.C. section 601 et seq.]and/or family cash
33 assistance provided under a program similar to the Rhode Island Families Work and Opportunity
34 Program or the federal TANF program.

1 (5) (A) The department of human service shall mail a notice to each assistance unit when
2 the assistance unit has six (6) months of cash assistance remaining and each month thereafter
3 until the time limit has expired. The notice must be developed by the department of human
4 services and must contain information about the lifetime time limit, the number of months the
5 participant has remaining, the hardship extension policy, the availability of a post-employment-
6 and-closure bonus, and any other information pertinent to a family or an assistance unit nearing
7 ~~either the twenty-four (24) month or~~ forty-eight (48) month lifetime time limit.

8 (B) For applicants who have less than six (6) months remaining in ~~either the twenty-four~~
9 ~~(24) month or~~ forty-eight (48) month lifetime time limit because the family or assistance unit
10 previously received cash assistance in Rhode Island or in another state, the department shall
11 notify the applicant of the number of months remaining when the application is approved and
12 begin the process required in paragraph (A) above.

13 (6) If a cash assistance recipient family closed pursuant to Rhode Island's Temporary
14 Assistance for Needy Families Program, (federal TANF described in Title IV A of the Federal
15 Social Security Act, 42 U.S.C. 601 et seq.) formerly entitled the Rhode Island Family
16 Independence Program, more specifically under subdivision 40-5.1-9(2)(c), due to sanction
17 because of failure to comply with the cash assistance program requirements; and that recipients
18 family received forty-eight (48) months of cash benefits in accordance with the Family
19 Independence Program, than that recipient family is not able to receive further cash assistance for
20 his/her family, under this chapter, except under hardship exceptions.

21 (7) The months of state or federally funded cash assistance received by a recipient family
22 since May 1, 1997 under Rhode Island's Temporary Assistance for Needy Families Program,
23 (federal TANF described in Title IV A of the Federal Social Security Act, 42 U.S.C. section 601
24 et seq.) formerly entitled the Rhode Island Family Independence Program, shall be countable
25 toward the time limited cash assistance described in this chapter.

26 (i) Time limit on the receipt of cash assistance.

27 (1) (A) No cash assistance shall be provided, pursuant to this chapter, to a family
28 assistance unit in which an adult member has received cash assistance for a total of sixty (60)
29 months (whether or not consecutive) to include any time receiving any type of cash assistance in
30 any other state or territory of the United States as defined herein effective August 1, 2008.
31 ~~Provided further, that no cash assistance shall be provided to a family in which an adult member~~
32 ~~has received assistance for twenty four (24) consecutive months unless the adult member has a~~
33 ~~rehabilitation employment plan as provided in subsection 40-5.2-12(g)(5).~~

34 (B) Effective August 1, 2008 no cash assistance shall be provided pursuant to this

1 chapter to a family in which a child has received cash assistance for a total of sixty (60) months
2 (whether or not consecutive) if the parent is ineligible for assistance under this chapter pursuant
3 to subdivision 40-5.2(a) (2) to include any time received any type of cash assistance in any other
4 state or territory of the United States as defined herein.

5 (j) Hardship Exceptions.

6 (1) The department may extend an assistance unit's or family's cash assistance beyond
7 the time limit, by reason of hardship; provided, however, that the number of such families to be
8 exempted by the department with respect to their time limit under this subsection shall not exceed
9 twenty percent (20%) of the average monthly number of families to which assistance is provided
10 for under this chapter in a fiscal year; provided, however, that to the extent now or hereafter
11 permitted by federal law, any waiver granted under section 40-5.2-35, for domestic violence,
12 shall not be counted in determining the twenty percent (20%) maximum under this section.

13 (2) Parents who receive extensions to the time limit due to hardship must have and
14 comply with employment plans designed to remove or ameliorate the conditions that warranted
15 the extension.

16 (k) Parents under eighteen (18) years of age.

17 (1) A family consisting of a parent who is under the age of eighteen (18), and who has
18 never been married, and who has a child; or a family which consists of a woman under the age of
19 eighteen (18) who is at least six (6) months pregnant, shall be eligible for cash assistance only if
20 such family resides in the home of an adult parent, legal guardian or other adult relative. Such
21 assistance shall be provided to the adult parent, legal guardian, or other adult relative on behalf of
22 the individual and child unless otherwise authorized by the department.

23 (2) This subsection shall not apply if the minor parent or pregnant minor has no parent,
24 legal guardian or other adult relative who is living and/or whose whereabouts are unknown; or the
25 department determines that the physical or emotional health or safety of the minor parent, or his
26 or her child, or the pregnant minor, would be jeopardized if he or she was required to live in the
27 same residence as his or her parent, legal guardian or other adult relative (refusal of a parent,
28 legal guardian or other adult relative to allow the minor parent or his or her child, or a pregnant
29 minor, to live in his or her home shall constitute a presumption that the health or safety would be
30 so jeopardized); or the minor parent or pregnant minor has lived apart from his or her own parent
31 or legal guardian for a period of at least one year before either the birth of any child to a minor
32 parent or the onset of the pregnant minor's pregnancy; or there is good cause, under departmental
33 regulations, for waiving the subsection; and the individual resides in supervised supportive living
34 arrangement to the extent available.

1 (3) For purposes of this section "supervised supportive living arrangement" means an
2 arrangement which requires minor parents to enroll and make satisfactory progress in a program
3 leading to a high school diploma or a general education development certificate, and requires
4 minor parents to participate in the adolescent parenting program designated by the department, to
5 the extent the program is available; and provides rules and regulations which ensure regular adult
6 supervision.

7 (l) Assignment and Cooperation. - As a condition of eligibility for cash and medical
8 assistance under this chapter, each adult member, parent or caretaker relative of the
9 family/assistance unit must:

10 (1) Assign to the state any rights to support for children within the family from any
11 person which the family member has at the time the assignment is executed or may have while
12 receiving assistance under this chapter;

13 (2) Consent to and cooperate with the state in establishing the paternity and in
14 establishing and/or enforcing child support and medical support orders for all children in the
15 family or assistance unit in accordance with Title 15 of the general laws, as amended, unless the
16 parent or caretaker relative is found to have good cause for refusing to comply with the
17 requirements of this subsection.

18 (3) Absent good cause, as defined by the department of human services through the rule
19 making process, for refusing to comply with the requirements of (1) and (2) above, cash
20 assistance to the family shall be reduced by twenty-five percent (25%) until the adult member of
21 the family who has refused to comply with the requirements of this subsection consents to and
22 cooperates with the state in accordance with the requirements of this subsection.

23 (4) As a condition of eligibility for cash and medical assistance under this chapter, each
24 adult member, parent or caretaker relative of the family/assistance unit must consent to and
25 cooperate with the state in identifying and providing information to assist the state in pursuing
26 any third-party who may be liable to pay for care and services under Title XIX of the Social
27 Security Act, 42 U.S.C. section 1396 et seq.

28 **40-5.2-12. Work requirements for receipt of cash assistance.** -- (a) The department of
29 human services and the department of labor and training shall assess the applicant/parent or non-
30 parent caretaker relative's work experience, educational and vocational abilities, and the
31 department together with the parent shall develop and enter into a mandatory individual
32 employment plan in accordance with subsection 40-5.2-10(e) of this chapter.

33 (b) In the case of a family including two (2) parents, at least one of the parents shall be
34 required to participate in an employment plan leading to full-time employment. The department

1 may also require the second parent in a two (2) parent household to develop an employment plan
2 if and when the youngest child reaches six (6) years of age or older.

3 (c) The written individual employment plan shall specify, at minimum, the immediate
4 steps necessary to support a goal of long-term economic independence.

5 (d) All applicants and participants in the Rhode Island Works employment program must
6 attend and participate in required appointments, employment plan development, and employment-
7 related activities, unless temporarily exempt for reasons specified in this chapter.

8 (e) A recipient/participant temporarily exempted from the work requirements may
9 participate in an individual employment plan on a voluntary basis, however, remains subject to
10 the same program compliance requirements as a participant without a temporary exemption.

11 (f) The individual employment plan shall specify the participant's work activity(ies) and
12 the supportive services which will be provided by the department to enable the participant to
13 engage in the work activity(ies).

14 (g) Work Requirements for single parent families. - In single parent households, the
15 participant parent or non-parent caretaker relative in the cash assistance payment, shall participate
16 as a condition of eligibility, for a minimum of twenty (20) hours per week if the youngest child in
17 the home is under the age of six (6), and for a minimum of thirty (30) hours per week if the
18 youngest child in the home is six (6) years of age or older, in one or more of their required work
19 activities, as appropriate, in order to help the parent obtain stable full-time paid employment, as
20 determined by the department of human services and the department of labor and training;
21 provided, however, that he or she shall begin with intensive employment services as the first step
22 in the individual employment plan. Required work activities are as follows:

23 (1) At least twenty (20) hours per week must come from participation in one or more of
24 the following ten (10) work activities:

25 (A) Unsubsidized employment;

26 (B) Subsidized private sector employment;

27 (C) Subsidized public sector employment;

28 (D) Work experience;

29 (E) On the Job Training;

30 (F) Job search and job readiness;

31 (G) Community service programs;

32 (H) Vocational educational training not to exceed twelve (12) months;

33 (I) Providing child care services to another participant parent who is participating in an
34 approved community service program;

- 1 (J) Adult education in an intensive work readiness program ~~not to exceed six (6) months.~~
- 2 (2) Above twenty (20) hours per week, the parent may participate in one or more of the
- 3 following three (3) activities in order to satisfy a thirty (30) hour requirement:
- 4 (A) Job skills training directly related to employment;
- 5 (B) Education directly related to employment; and,
- 6 (C) Satisfactory attendance at a secondary school or in a course of study leading to a
- 7 certificate of general equivalence if it is a teen parent under the age twenty (20) who is without a
- 8 high school diploma or General Equivalence Diploma (GED);
- 9 (3) In the case of a parent under the age of twenty (20), attendance at a secondary school
- 10 or the equivalent during the month or twenty (20) hours per week on average for the month in
- 11 education directly related to employment will be counted as engaged in work.
- 12 (4) A parent who participates in a work experience or community service program for
- 13 the maximum number of hours per week allowable by the Fair Labor Standards Act (FLSA) is
- 14 deemed to have participated in his/her required minimum hours per week in core activities if
- 15 actual participation falls short of his/her required minimum hours per week.
- 16 (5) A parent who has been determined to have a physical or mental impairment affecting
- 17 employment but who has not been found eligible for Social Security Disability Benefits or
- 18 Supplemental Security Income must participate in his or her rehabilitation employment plan as
- 19 developed with the Office of Rehabilitative Services which leads to employment and/or to receipt
- 20 of disability benefits through the Social Security Administration.
- 21 (6) A required work activity may be any other work activity permissible under federal
- 22 TANF provisions or state defined Rhode Island Works Program activity, including up to ten (10)
- 23 hours of activities required by a parent's department of children, youth and families service plan.
- 24 (h) Exemptions from Work Requirements for the single parent family. - Work
- 25 Requirements outlined in subsection 40-5.2-12(g) above shall not apply to a single parent if (and
- 26 for so long as) the department finds that he or she is:
- 27 (1) Caring for a child below the age of one, provided, however that a parent may opt for
- 28 the deferral from an individual employment plan for a maximum of twelve (12) months during
- 29 the ~~twenty-four (24)~~ forty-eight (48) months of eligibility for cash assistance, and provided
- 30 further that a minor parent without a high school diploma or the equivalent, and who is not
- 31 married, shall not be exempt for more than twelve weeks from the birth of the child;
- 32 (2) Caring for a disabled family member, who resides in the home and requires full time
- 33 care;
- 34 (3) A recipient of Social Security Disability benefits or Supplemental Security Income or

1 other disability benefits which have the same standard of disability as defined by the Social
2 Security Administration;

3 (4) An individual receiving assistance who is a victim of domestic violence as
4 determined by the department in accordance with rules and regulations;

5 (5) An applicant for assistance in her third trimester or a pregnant woman in her third
6 trimester who is a recipient of assistance and has medical documentation that she cannot work;

7 (6) An individual otherwise exempt by the department as defined in rules and regulations
8 promulgated by the department.

9 (i) Work Requirement for two parent families.

10 (1) In families consisting of two parents, one parent is required and shall be engaged in
11 work activities as defined below, for at least thirty-five (35) hours per week during the month, not
12 fewer than thirty (30) hours per week of which are attributable to one or more of the following
13 listed work activities, provided, however, that he or she shall begin with intensive employment
14 services as the first step in the Individual Employment Plan. Two parent work requirements shall
15 be defined as the following:

16 (A) Unsubsidized employment;

17 (B) Subsidized private sector employment;

18 (C) Subsidized public-sector employment;

19 (D) Work experience;

20 (E) On-the-job training;

21 (F) Job search and job readiness;

22 (G) Community service program;

23 (H) Vocational educational training not to exceed twelve (12) months;

24 (I) The provision of child care services to a participant individual who is participating in
25 a community service program;

26 (J) Adult education in an intensive work readiness program ~~not to exceed six (6) months~~.

27 (2) Above thirty (30) hours per week, the following three (3) activities may also count
28 for participation:

29 (A) Job skills training directly related to employment;

30 (B) Education directly related to employment; and

31 (C) Satisfactory attendance at secondary school or in a course of study leading to a
32 certificate of general equivalence.

33 (3) A family with two parents in which one or both parents participate in a work
34 experience or community service program shall be deemed to have participated in core work

1 activities for the maximum number of hours per week allowable by the Fair Labor Standards Act
2 (FLSA) if actual participation falls short of his/her required minimum hours per week.

3 (4) If the family receives child care assistance and an adult in the family is not disabled
4 or caring for a severely disabled child, then the work-eligible individuals must be participating in
5 work activities for an average of at least fifty-five (55) hours per week to count as a two-parent
6 family engaged in work for the month.

7 (5) At least fifty (50) of the fifty-five (55) hours per week must come from participation
8 in the activities listed in subdivision 40-5.1-12(i)(1).

9 Above fifty (50) hours per week, the three (3) activities listed in subdivision 40-5.1-(i)(2)
10 may also count as participation.

11 (6) A family with two parents receiving child care in which one or both parents
12 participate in a work experience or community service program for the maximum number of
13 hours per week allowable by the Fair Labor Standards Act (FLSA) will be considered to have met
14 their required core hours if actual participation falls short of the required minimum hours per
15 week. For families that need additional hours beyond the core activity requirement, these hours
16 must be satisfied in some other TANF work activity.

17 (j) Exemptions from work requirements for two parent families. - Work requirements
18 outlined in subsection 40-5.2-12(i) above shall not apply to two parent families if (and for so long
19 as) the department finds that:

20 (1) Both parents receive Supplemental Security Income (SSI);

21 (2) One parent receives SSI, and the other parent is caring for a disabled family member
22 who resides in the home, and who requires full time care; or

23 (3) The parents are otherwise exempt by the department as defined in rules and
24 regulations.

25 (k) Failure to comply with work requirements. Sanctions and Terminations.

26 (1) The cash assistance to which an otherwise eligible family/assistance unit is entitled
27 under this chapter, shall be reduced for three (3) months, whether or not consecutive, in
28 accordance with rules and regulations promulgated by the department, whenever any participant,
29 without good cause, as defined by the department in its rules and regulations, has failed to enter
30 into an individual employment plan; has failed to attend a required appointment; has refused or
31 quit employment; or has failed to comply with any other requirements for the receipt of cash
32 assistance under this chapter. If the family's benefit has been reduced, benefits shall be restored to
33 the full amount beginning with the initial payment made on the first of the month following the
34 month in which the parent: (1) enters into an individual employment plan or rehabilitation plan

1 and demonstrates compliance with the terms thereof; or (2) demonstrates compliance with the
2 terms of his or her existing individual employment plan or rehabilitation plan, as such plan may
3 be amended by agreement of the parent and the department.

4 (2) In the case where appropriate child care has been made available in accordance with
5 this chapter, a participant's failure, without good cause, to accept a bona fide offer of work,
6 including full-time, part-time and/or temporary employment, or unpaid work experience or
7 community service, shall be deemed a failure to comply with the work requirements of this
8 section and shall result in reduction or termination of cash assistance, as defined by the
9 department in rules and regulations duly promulgated.

10 (3) If the family/assistance unit's benefit has been reduced for a total of three (3) months,
11 whether or not consecutive in accordance with this section due to the failure by one or more
12 parents to enter into an individual employment plan or failure to comply with the terms of his of
13 her individual employment plan, or the failure to comply with the requirements of this chapter,
14 cash assistance to the entire family shall end. The family/assistance unit may reapply for benefits,
15 and the benefits shall be restored to the family/assistance unit in the full amount the
16 family/assistance unit is otherwise eligible for under this chapter beginning on the first of the
17 month following the month in which all parents in the family/assistance unit who are subject to
18 the employment or rehabilitation plan requirements under this chapter: (A) enter into an
19 individual employment or rehabilitation plan as applicable, and demonstrate compliance with the
20 terms thereof, or (B) demonstrate compliance with the terms of the parent's individual
21 employment or rehabilitation employment plan in effect at the time of termination of benefits, as
22 such plan may be amended by agreement of the parent and the department.

23 (4) Up to ten (10) days following a notice of adverse action to reduce or terminate
24 benefits under this subsection, the client may request the opportunity to meet with a social worker
25 to identify the reasons for non-compliance, establish good cause and seek to resolve any issues
26 that have prevented the parent from complying with the employment plan requirements.

27 (5) Participants whose cases had closed in sanction status pursuant to Rhode Island's
28 prior Temporary Assistance for Needy Families Program,(federal TANF described in Title IVA
29 of the federal Social Security Act, 42 U.S.C. section 601 et seq.), the Family Independence
30 Program, more specifically, subdivision 40-5.1-9(2)(c), due to failure to comply with the cash
31 assistance program requirements, but who had received less than forty-eight (48) months of cash
32 assistance at the time of closure, and who reapply for cash assistance under the Rhode Island
33 Works Program, must demonstrate full compliance, as defined by the department in its rules and
34 regulations, before they shall be eligible for cash assistance pursuant to this chapter.

1 (l) Good Cause. - Good Cause for failing to meet any program requirements including
2 leaving employment, and failure to fulfill documentation requirements, shall be outlined in rules
3 and regulations promulgated by the department of human services.

4 SECTION 2. This act shall take effect upon passage.

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EXPLANATION
BY THE LEGISLATIVE COUNCIL
OF

A N A C T

RELATING TO HUMAN SERVICES - THE RHODE ISLAND WORKS PROGRAM

1 This act would increase work participation by streamlining the process for receiving
2 temporary cash assistance and improving work-readiness services for parents with limited
3 literacy.

4 This act would take effect upon passage.

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