

### Job Loss or Quit and Employment First Sanctions

An Employment First sanction is appropriate when a participant finds employment and then either quits, or loses the job without good cause, during a month in which they were eligible for regular ADC.

#### KEY POINTS

- 1) A determination of good cause must be considered whether it is a quit, or the individual is fired by the employer.
- 2) The participant must have received a **regular** ADC grant in the month of quit.
- 3) The sanction can be imposed even if the employment was not included on the current service plan.
- 4) If the participant failed to report timely that the job ended, consideration for sanction should be given to the job loss or quit, as well as lack of participation hours for the month.

#### Example #1

5/14/08 – Employment Reported – Participant reported working 40 hours per week, however, no hourly wage was reported so SSW couldn't anticipate income but requested verification of the job.

6/20/08 – Verification was not received so SSW closed case for 7/08.

6/26/08 – SSW called employer and was told client abandoned the job on 5/20/08. ADC reopened for 7/08.

#### Considerations

- 1) Did client have good cause for quitting the job?
- 2) Did client request ADC? If not, case should not have been reopened.

*If both considerations are met, ADC would be reopened for 7/08 and sanction imposed for 8/08 based on job quit, as well as lack of participation.*

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#### Example #2

4/23/08 – Employment Reported. Income added for 6/08 based on report, but family was still grant eligible. Verification of employment requested.

6/18/08 – Verification was not received so SSW closed case for 7/08.

6/27/08 – Client provided verification of being fired from original job due to theft, as well as quitting a 2<sup>nd</sup> job. ADC reopened for 7/08.

#### Considerations

- 1) Did client have good cause for quitting the job? (Loss of employment due to employee misconduct, as well as a job quit should be considered for sanction.)
- 2) Did client request ADC? If not, case should not have been reopened.
- 3) Was client provided due process prior to imposition of sanction?

*If both considerations are met, ADC would be reopened for 7/1/08 and sanction imposed for 8/1/08 based on job quit, as well as lack of participation*

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#### Example #3

5/2/08 – Employment reported. Income added for 6/08 based on report, family continued to be grant eligible. Verification of employment requested.

5/10/08 – Verification of employment received and indicated client was terminated due to no call/no show beginning 5/4/08.

5/17/08 – Client reported leaving job.

5/21/08 – Sanction imposed for 6/08 due to job quit and lack of participation hours.

#### Considerations

- 1) Did client have good cause for quitting the job?
- 2) Was client provided due process prior to imposition of sanction?

*If both considerations are met, sanction was appropriate.*

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Example #4

3/15/08 – Employment reported. Income added for 4/08 and case goes to TMA-G.

3/25/08 – Client reported loss of job due to inappropriate activity. Client requested regular ADC.

4/5/08 – ADC reopened for 4/08 and sanction imposed for 5/08

Considerations

- 1) Did client have good cause for loss of job?
- 2) Was client provided due process prior to imposition of sanction?

*If both considerations are met, sanction was appropriate because job termination occurred in March when the participant received a **regular** ADC grant..*

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