

## Sanctions: Good Cause for Noncompliance (Part 2 of 2)<sup>1</sup> As of April 2000

Good Cause reasons for noncompliance with work requirements <sup>2</sup>						
State	Transportation Unavailable	Other support services unavailable	Pregnant (months)	Family Emergency	Death in Family	Activity presents risk to health or safety
<b>Totals</b>	<b>36</b>	<b>19</b>	<b>15</b>	<b>37</b>	<b>26</b>	<b>31</b>
<b>Alaska</b>	T			T	T	T
Others: Court appearance; jury duty; incarceration; weather conditions; a new job pays wages equal or greater than those at previous job; lay-off; wage reduction; job is unavailable due to labor dispute; wages below minimum wage.						
<b>Alabama</b>	T			T		
Others: Any kind of crisis or household emergency that interferes with participation.						
<b>Arkansas</b>	T		T	T	T	T
Others: Worksite is unavailable because of labor dispute.						
<b>Arizona</b>	T			T	T	T
Others: Court appearance or a bona fide labor dispute at job site.						
<b>California</b>	T	T				T
Others: Discrimination in employment; employment exceeds hours customary to the occupation; travel required is more than 2 hours (not including child care transport); employment does not offer worker's compensation; employment would cause interruption in approved education or training program; employment would violate terms of union membership.						
<b>Colorado<sup>3</sup></b>						
Others: None						
<b>Connecticut</b>	T			T	T	
Others: Circumstances beyond individual control.						
<b>District of Columbia</b>			T (4 months)	T		T
Others: If post-eligibility assessment not done; if the household would experience a net loss of income as a result of compliance with work requirements.						
<b>Delaware</b>		T		T		T
Others: Circumstances or condition beyond control of individual which would prevent cooperation and/or participation; job discrimination; health/safety risk on the job.						
<b>Florida</b>	T			T	T	T
Others: Mechanical problems with work vehicles; court appearance.						

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<b>Georgia</b>	T			T		T
Others: Natural disaster or weather emergency; court required appearance; personal work plan conflicts with personal responsibility plan requirements; job offer is below the federal minimum wage.						
<b>Hawaii</b>	T	T		T	T	T
Others: Caseworkers may make individual determination of good cause based on circumstances.						
<b>Iowa</b>	T	T		T	T	T
Others: Overwhelming family stress;						
<b>Idaho</b>						
Others: None						
<b>Illinois</b>	T	T	T	T	T	T
Others: Court required appearance or temporary incarceration; extreme inclement weather; recipient was in attendance at a self initiated employment or training program that is later approved by the department; failure of the department or one of its contractors to correctly forward information to other TANF staff; failure caused by the need to attend a test or mandatory class or function at an educational program; illiteracy; inappropriate work assignment; non-receipt of notice advising of the participation requirement; non-comprehension of English; attendance at job-interview; homelessness; circumstances beyond the control of the recipient.						
<b>Indiana</b>	T					T
Others: Required action beyond capability of client to perform (client must have made all possible efforts); agency did not provide services needed. Additional good cause considerations for individuals who volunteer for the program; employment would result in net loss of income for family; participation would interfere with individual's non-subsidized employment; wages are below minimum wage or less than customary wages for that community; participation would interrupt an approved education or training program; the conditions of participation are contrary to the individual's ethical or religious beliefs.						
<b>Kansas</b>			T (6 months)			T
Others: Total daily commuting time to worksite/ activity exceeds two hours; failure occurs during the two months following termination of pregnancy; payment offered for employment is less than applicable minimum wage; other extenuation circumstances not provided for which may result in inability to meet work requirements; incapable of performing work.						
<b>Kentucky</b>						T
Others: Temporary incarceration or institutionalization for 30 days or less; discrimination by employer if formal complaint filed; unreasonable work demands or conditions such as consistently not being paid on schedule.						

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<b>Louisiana</b>	T	T		T	T	T
Others: Appointment with health care provider for which alternative arrangements cannot be made; inability to speak English, which the work activity would have required; employer discrimination; other natural disaster; job would result in net loss of income; other case by case approved situations.						
<b>Massachusetts</b>	T			T	T	
Others: Court proceedings; meeting at child's school; homeless and evicted in past 2 weeks unless in shelter; weather emergency; needs and has rejected medical services necessary to work.						
<b>Maryland</b>	T	T		T	T	
Others: Temporary incarceration; court required appearance; job assignment requires over 30 hours per week for a parent or relative caring for a child under one year of age.						
<b>Maine</b>	T	T				
Others: Sexual harassment occurring while the participant is engaged in TANF activities; court-required appearance or incarceration; inclement weather; assignment to an activity which has not been made part of the Family Contract; any crisis or special circumstances which the department determines constitutes good cause.						
<b>Michigan</b>	T			T		T
Others: Employment causes net loss of income; employment involved illegal activities; discrimination; unplanned event preventing or significantly interfering with work; client quit to obtain comparable salary or hours; wage offered is less than minimum wage (except for sheltered workshops); working hours or nature of employment interferes with client's religious observances; employment interferes with agency approved education or job training (and person is meeting work requirement); commuting time exceeds two hours per day not including to and from child care.						
<b>Minnesota</b>	T		T	T		
Others: The schedule of the compliance plan conflicts with judicial proceedings, job does not meet definition of suitable employment; parent is already participating in work activities; actions identified in plan are not available; suitable employment is not available; other documented impediments to compliance beyond participants control.						
<b>Missouri</b>	T	T	T (6 months)	T		
Others: Individuals who are incarcerated or have court-required appearances.						
<b>Mississippi</b>	T	T	T (6 months)	T	T	T
Others: Excessive commuting time required; jury duty; employment would create a loss/reduction in income; bad weather/natural disasters; military duties.						
<b>Montana</b>	T			T	T	T
Others: Any circumstances which are beyond the individuals control.						

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<b>North Carolina</b>	T			T	T	
Others: Other reasons at county discretion.						
<b>North Dakota</b>	T		T (4 months)	T	T	
Others: Child care or care for incapacitated household member is not available; incarceration or court appearance; refusal precludes participation; complying results in a net loss of cash income.						
<b>Nebraska</b>	T		T (7 months)	T		T
Others: Incarceration; weather conditions; wage resulting in net loss of income; mental/physical inability to do the job.						
<b>New Jersey</b>					T	T
Others: The scheduled activity is not presently available; other circumstances requiring immediate attention; such as jury duty, court appearances, school conferences concerning child care and medical testing.						
<b>New Mexico</b>			T (7 months)			
Others: Personal circumstances preclude participation for a period not to exceed one month; this includes persons who are temporarily ill, who are pending a domestic violence determination, or who have requested a waiver related to disability but for which disability has not been determined.						
<b>Nevada</b>						
Others: None						
<b>New York</b>		T		T		T
Others: Child care plans were temporarily disrupted; the assignment or activity is contrary to law; refusal is caused by circumstances beyond a participants control; refused job offer that was: not bona fide; at salary or wages less than minimum required by law; conditions of employment contrary to law; a public or private industrial controversy was in progress at the place employment was offered; absence of worker's compensation; place of employment required unreasonable travel from home; accepting a job would result in a net loss of cash income for the household and social services district does not make supplemental payments to prevent a net loss of cash income.						
<b>Ohio</b>		T				
Others: Failure of county agency to place member in an activity; others at county discretion.						
<b>Oklahoma</b>	T	T		T	T	T
Others: Parent/teacher conference; court appearance; incarceration; inclement weather.						
<b>Oregon</b>	T		T (7 months)	T		T
Others: Worksite violates health and safety standards or does not comply with minimum wage laws; job will not meet goals of Department approved training plan; employer discrimination.						

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<b>Pennsylvania</b>	T	T	T	T	T	T
Others: Any temporary barrier that prevents the client from meeting the work requirements.						
<b>Rhode Island</b>	T			T	T	
Others: Court required appearance or housing crisis.						
<b>South Carolina</b>	T					T
Others: Circumstances beyond the individuals control.						
<b>Tennessee</b>	T	T		T		T
Others: Anything beyond control of the participant.						
<b>Texas</b>	T			T	T	
Others: None						
<b>Utah</b>						
Others: None						
<b>Virginia</b>	T	T		T	T	
Others: Circumstances or a change in circumstances outside of a participant's control.						
<b>Vermont</b>	T	T	T	T	T	T
Others: Day care for incapacitated family member not available; employment is below the minimum wage or would result in a loss of income; contrary to religious beliefs; work is available due to layoff or strike; employer discrimination; commute is more than two hours; participant is in drug/ alcohol treatment.						
<b>Washington</b>	T	T		T	T	T
Others: Individual did not receive a notice of appointment or program requirement.						
<b>Wisconsin</b>						
Others: A required court appearance, including for a victim of domestic abuse; other circumstances beyond the control of the participant but only as determined by the Individual Responsibility Plan.						
<b>West Virginia</b>			T	T	T	T
Others: Adverse weather conditions; appointment with prospective employer; the work site is closed during individual's regular hours; hourly wage offered is less than the minimum wage; position is vacant due to lockout, strike, or labor dispute.						

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<b>Wyoming</b>				<b>T</b>		
Others: Inability to perform work due to lack of basic skills; employment is reduced or terminated through no fault of the job seeker; the job seeker is subject to intimidation, abuse exploitation, harassment or unsafe working conditions; the job does not pay minimum wage; breakdown in the communication with worker about a change that would affect compliance.						

<sup>1</sup> This report is divided into two parts. Part 1 contains additional good cause reasons included in the SPDP survey.

<sup>2</sup> Generally, a basis for a work exemption is also a basis for good cause for noncompliance. In the SPDP survey, some states listed as good cause reasons the state's work exemptions, plus some additional reasons associated with temporarily missing work or other work activities (such as a family emergency or court appearance).

<sup>3</sup> In Colorado, no boxes are checked because good cause for noncompliance is determined at the county level.