

A ABAWD - Work Requirements

[REVISION 48](#)
(01/01/20 - 12/31/20)

Compliance with ABAWD work requirements means that the participant meets one of the following:

- Works 20 hours per week, averaged monthly, at a minimum of 80 hours per month. This includes any combination of paid work, self-employment, volunteer work, or [in-kind](#) work. Do not use conversion factors when determining the 80-hour work requirement.

Key EM in the WERE EXPT RSN FS field.

Key EV in the WERE EXPT RSN FS field for volunteer work.

- Works and the average weekly earnings equal the [Federal minimum wage](#) multiplied by 30 hours, regardless of the number of hours worked. Do not use conversion factors when determining the earnings work requirement.

Key EM in the WERE EXPT RSN FS field.

- Consider a migrant or seasonal farm worker as employed, when all of the following apply to the farm worker:

Is following the job stream

Is not living in the participant's home project area

Meets either of the following:

- Is working a minimum of 30 hours weekly
- Is under contract or agreement to begin employment within 30 days

Key EM in the WERE EXPT RSN FS field.

- CA participants who are mandatory Jobs or Tribal NEW referrals. The participant must be actively participating and in compliance with the CA jobs program.

Key WN in the WERE EXPT RSN FS field.

- Participates and complies 80 or more hours per month in job search or job search training with one of the following programs:

[SNAP Employment and Training \(SNA E&T\)](#)

[Workforce Innovation and Opportunity Act \(WIOA\)](#)

[Trade Adjustment Assistance \(TAA\) Act](#)

NOTE The SNA E&T Program will coordinate work requirement verification with the WIOA and TAA programs.

Key PC in the WERE EXPT RSN FS field when alerts are received from SNA E&T.

NOTE Participants can combine work with employment and training activities, including job search and job search training to meet the 80-hour requirement.

When the participant's work hours fall below 80 hours per month, it is their responsibility to report the change in accordance with reporting requirements.

WARNING

When the participant would have worked 80 hours per month but missed some work for good cause, the participant is considered to have met the work requirement. (See [Work Requirement Good Cause Exception](#))