

.03 Mentally or Physically Unfit for Work Exemption

REVISION 41
(04/01/16 - 05/31/16)

Unfitness for work may be temporary or permanent. When a temporary condition exists that could prevent an individual from working or impair functioning in employment, the individual is considered temporarily unfit for employment. These participants will be exempt until their next interview unless verification is received that specifies a different expected end date for the exemption reason.

When the unfitness is expected to be long-term or permanent, an individual will be exempt from the [ABAWD work requirements](#) and the ABAWD three month time limit.

Verification sources include, but are not limited to, the following:

- An obvious reason for unfitness for work, documented by FAA staff. Examples include but are not limited to:
 - Use of an oxygen tank
 - Broken limb
 - Use of a wheelchair for mobility
- Receipt of temporary or permanent disability benefits from governmental or private sources, including, but not limited to the receipt of the following:
 - VA disability benefits
 - Worker's Compensation
 - SSI
 - State-issued temporary or permanent disability benefits
- Completed Verification of Disability (FAA-1249A) form

A person who is unfit for work may not be receiving a disability benefit. The reason for unfitness may be obvious or not obvious.

When an individual is obviously physically or mentally unfit for employment, adequate documentation by the eligibility worker must support the determination.

Disability or other physical or mental unfitness for work that is NOT obvious must be verified. When the reason for unfitness for work is not obvious, obtain a written statement that supports the extent and

anticipated length of the unfitness for work from a [medically qualified source\(g\)](#).

Document CADO and the [case file\(g\)](#) with the reason verification of the claimed reason for unfitness was requested.

Key DI in the WERE EXPT RSN FS field.

Participants who are unfit for work must be allowed 10 days to provide verification when it is not available at the interview and when the reason for unfitness is not obvious. Complete the following when verification of the disability has been requested:

- For regular households, do NOT key WERE or WORW with the DI exemption until verification is received. Leave the field as populated by AZTECS.
- For NAX households, do NOT key WERE or WORW with the DI exemption until verification is received. When there is no other appropriate exemption reason, key NE on WERE and RA on WORW. When verification of disability is provided, key DI on WERE and WORW.
- Upon receipt of verification and changing WERE/WORW, review CODF to ensure the months are counted correctly.
- When the initial month was prorated, it should display as not countable on CODF. No changes are needed.
- Review any additional months displayed on CODF. For months which were counted and should not be counted due to a verified exemption, change the X to an O.