

STATE OF MICHIGAN  
STATE OFFICE OF ADMINISTRATIVE HEARINGS AND RULES  
ADMINISTRATIVE HEARINGS FOR THE  
DEPARTMENT OF HUMAN SERVICES

IN THE MATTER OF:

[REDACTED]  
[REDACTED]  
[REDACTED]

Reg. No: 2011-1525  
Issue No: 1038, 3029  
Case No: [REDACTED]  
Load No: [REDACTED]  
Hearing Date:  
November 30, 2010  
Bay County DHS

ADMINISTRATIVE LAW JUDGE: Gary F. Heisler

**HEARING DECISION**

This matter is before the undersigned Administrative Law Judge pursuant to MCL 400.9; and MCL 400.37 upon claimant's request for a hearing. After due notice, a hearing was held on November 30, 2010. Claimant was represented by [REDACTED]. Claimant appeared and testified.

**ISSUES**

- (1) Did the Department of Human Services properly sanction Claimant's Family Independence Program (FIP) case for failure to participate in employment and/or self-sufficiency related activities?
- (2) Did the Department of Human Services properly sanction Claimant's Food Assistance Program (FAP) case for failure to participate in employment and/or self-sufficiency related activities?

**FINDINGS OF FACT**

The Administrative Law Judge, based upon the competent, material and substantial evidence on the whole record, finds as material fact:

- (1) Claimant was an ongoing recipient of Family Independence Program (FIP) and Food Assistance Program (FAP) benefits.
- (2) On September 2, 2009 the Medical Review Team determined that Claimant was capable of participating in the Michigan Works Agency/Jobs Education and Training Program (JET) with some minor lifting and stand/walk/sit recommendations.

- (3) On September 25, 2009 Claimant was sent a Work First/Jobs Education and Training Appointment Notice (DHS-4785 form) which required her to attend on October 5, 2009.
- (4) On October 5, 2009 Claimant did not attend the Work First/Jobs Education and Training.
- (5) On October 22, 2009 Claimant spoke with her Department case worker by telephone. Claimant agreed that she had been noncompliant by not attending the Michigan Works Agency/Jobs Education and Training Program (JET). Claimant agreed to a first noncompliance opportunity to avoid sanction of her cases. Claimant was required to attend JET on Monday October 26, 2010.
- (6) On October 26, 2010 Claimant appeared at JET to attend orientation. JET did not have documentation showing Claimant was to attend and referred her back to her Department case worker.
- (7) On November 4, 2009 Claimant was sent another Work First/Jobs Education and Training Appointment Notice (DHS-4785 form).
- (8) On November 16, 2009 Claimant attended JET. Claimant requested and was issued a bus pass and only stayed for 3 hours.
- (9) On November 17, 2009 Claimant again came to JET but only stayed 3.5 hours. Claimant did not return at all after this day.
- (10) On November 30, 2009 the Michigan Works Agency/Jobs Education and Training Program (JET) requested a triage due to Claimant's failure to participate in employment and/or self-sufficiency related activities.
- (11) On December 1, 2009 Claimant was sent a Notice of Non-Compliance (DHS-2444) which scheduled a triage meeting for December 8, 2009.
- (12) On December 8, 2009 Claimant participated in the triage meeting. Claimant asserted she had transportation problems and was unable to attend JET because she lived one mile from the bus stop and did not have any other means of transportation. The Department delayed a good cause determination in order to look into the public transportation issues Claimant raised.
- (13) On December 11, 2009 Claimant was sent a Notice of Case Action (DHS-1605) stating that her Family Independence Program (FIP) and Food Assistance Program (FAP) cases would be sanctioned.
- (14) On December 21, 2009 Claimant submitted a timely request for hearing.

## **CONCLUSIONS OF LAW**

The Family Independence Program (FIP) was established pursuant to the Personal Responsibility and Work Opportunity Reconciliation Act of 1996, Public Law 104-193, 8 USC 601, *et seq.* The Department of Human Services (formerly known as the Family Independence Agency) administers the FIP program pursuant to MCL 400.10, *et seq.*, and MAC R 400.3101-3131. The FIP program replaced the Aid to Dependent Children (ADC) program effective October 1, 1996. Department policies are found in the Bridges Administrative Manual (BAM), the Bridges Eligibility Manual (BEM) and the Program Reference Manual (PRM).

The Food Assistance Program (FAP) (formerly known as the Food Stamp (FS) program) is established by the Food Stamp Act of 1977, as amended, and is implemented by the federal regulations contained in Title 7 of the Code of Federal Regulations (CFR). The Department of Human Services (DHS or department) administers the FAP program pursuant to MCL 400.10, *et seq.*, and MAC R 400.3001-3015. Department policies are found in the Bridges Administrative Manual (BAM), the Bridges Eligibility Manual (BEM) and the Program Reference Manual (PRM).

Department policy provides the following guidance for case workers. The Department's policies are available on the internet through the Department's website.

### **BEM 233A FAILURE TO MEET EMPLOYMENT AND/OR SELSUFFICIENCY- RELATED REQUIREMENTS: FIP**

#### **DEPARTMENT PHILOSOPHY**

#### **FIP**

DHS requires clients to participate in employment and self-sufficiency related activities and to accept employment when offered. Our focus is to assist clients in removing barriers so they can participate in activities which lead to self-sufficiency. However, there are consequences for a client who refuses to participate, without good cause.

The goal of the FIP penalty policy is to obtain client compliance with appropriate work and/or self-sufficiency related assignments and to ensure that barriers to such compliance have been identified and removed. The goal is to bring the client into compliance.

Noncompliance may be an indicator of possible disabilities. Consider further exploration of any barriers.

## DEPARTMENT POLICY

### FIP

All Work Eligible Individual (WEI) and adult non-WEIs (except ineligible grantees, clients deferred for lack of child care (DC) and disqualified aliens), see [BEM 228](#), who fail, without good cause, to participate in employment or self-sufficiency-related activities, must be penalized.

Depending on the case situation, penalties include the following:

- Delay in eligibility at application.
- Ineligibility (denial or termination of FIP with no minimum penalty period).
- Case closure for a minimum of three or 12 months.

See [BEM 233B](#) for the Food Assistance Program (FAP) policy when the FIP penalty is closure. For the Refugee Assistance Program (RAP) penalty policy, see [BEM 233C](#).

### NONCOMPLIANCE WITH EMPLOYMENT AND/OR SELF-SUFFICIENCY RELATED ACTIVITIES

As a condition of eligibility, all WEIs and non-WEIs must work or engage in employment and/or self-sufficiency-related activities. **Noncompliance** of applicants, recipients, or member adds means doing **any** of the following **without** good cause:

**Exception:** Do not apply the three or 12 month penalty to ineligible caretakers, clients deferred for lack of child care (DC) and disqualified aliens. Failure to complete a FAST or FSSP results in closure due to failure to provide requested verification. Clients can reapply at any time.

- Failing or refusing to:
  - Appear and participate with the Jobs, Education and Training (JET) Program or other employment service provider.
  - Complete a Family Automated Screening Tool (FAST), as assigned as the first step in the FSSP process.

**Note:** FIS should clear the FAST Fall Out Report and any FAST confirmation information the client has obtained before considering a client noncompliant for FAST non-completion.

- Develop a Family Self-Sufficiency Plan (FSSP) or a Personal Responsibility Plan and Family Contract (PRPFC).

**Note:** FIS must have scheduled a FSSP completion appointment with the client and the client failed to attend before considering a client noncompliant for FSSP non-completion.

- Comply with activities assigned to on the Family Self Sufficiency Plan (FSSP) or PRPFC.
  - Provide legitimate documentation of work participation.
  - Appear for a scheduled appointment or meeting.
  - Participate in employment and/or self-sufficiency-related activities.
  - Accept a job referral.
  - Complete a job application.
  - Appear for a job interview (see the exception below).
- Stating orally or in writing a definite intent not to comply with program requirements.

- Threatening, physically abusing or otherwise behaving disruptively toward anyone conducting or participating in an employment and/or self-sufficiency-related activity.
- Refusing employment support services if the refusal prevents participation in an employment and/or self-sufficiency-related activity.

### **GOOD CAUSE FOR NONCOMPLIANCE**

**Good cause** is a valid reason for noncompliance with employment and/or self-sufficiency-related activities that are based on factors that are beyond the control of the noncompliant person. A claim of good cause must be verified and documented for member adds and recipients.

Good cause includes the following:

#### **No Transportation**

The client requested transportation services from DHS, the MWA, or other employment services provider prior to case closure and reasonably priced transportation is not available to the client.

### **NONCOMPLIANCE PENALTIES FOR ACTIVE FIP CASES AND MEMBER ADDS**

The penalty for noncompliance without good cause is FIP closure.

Effective April 1, 2007, the following minimum penalties apply:

- For the first occurrence on the FIP case, close the FIP for 3 calendar months unless the client is excused from the noncompliance as noted in [“First Case Noncompliance Without Loss of Benefits”](#) below.
- For the second occurrence on the FIP case, close the FIP for 3 calendar months.

- For the third and subsequent occurrence on the FIP case, close the FIP for 12 calendar months.

The penalty counter also begins April 1, 2007 regardless of the previous number of noncompliance penalties.

Begin the sanction period with the first pay period of a month. Penalties are automatically calculated by the entry of noncompliance without good cause on the FSSP. This applies to active FIP cases, including those with a member add who is a WEI JET participant.

### **TRIAGE**

JET participants will not be terminated from a JET program without first scheduling a “triage” meeting with the client to jointly discuss noncompliance and good cause. Locally coordinate a process to notify the MWA case manager of triage meetings including scheduling guidelines.

Clients can either attend a meeting or participate in a conference call if attendance at the triage meeting is not possible. If a client calls to reschedule an already scheduled triage meeting, offer a phone conference at that time. Clients must comply with triage requirements within the negative action period.

When a phone triage is conducted for a first noncompliance and the client agrees to comply, complete the DHS-754, First Noncompliance Letter, as you would complete in a triage meeting. Note in the client signature box “Client Agreed by Phone”. Immediately send a copy of the DHS-754 to the client and phone the JET case manager if the compliance activity is to attend JET.

Determine good cause based on the best information available during the triage and prior to the negative action date. Good cause may be verified by information already on file with DHS or MWA.

**BEM 233B FAILURE TO MEET EMPLOYMENT REQUIREMENTS: FAP**

**DEPARTMENT PHILOSOPHY**

DHS requires participation in employment and/or self-sufficiency related activities associated with the Family Independence Program (FIP) or Refugee Assistance Program (RAP). Applicants or recipients of Food Assistance Program (FAP) only must accept and maintain employment. There are consequences for client, who refuses to participate in FIP/RAP employment and/or self-sufficiency-related activities or refuses to accept or maintain employment without good cause.

**DEPARTMENT POLICY**

The policies in this item apply to all FAP applicants and recipients age 16 and over. Noncompliance, without good cause, with employment requirements for FIP/RAP ([see BEM 233A](#)) may affect FAP if **both** programs were active on the date of the FIP noncompliance.

Michigan's FAP Employment and Training program is voluntary and penalties for noncompliance may only apply in the following two situations:

- Client is active FIP/RAP and FAP and becomes noncompliant with a cash program requirement without good cause.
- Client is pending or active FAP only and refuses employment (voluntarily quits a job, is fired or voluntarily reduces hours of employment) without good cause.

At no other time is a client considered noncompliant with employment or self-sufficiency related requirements for FAP.



## **PROCESS FOR FIP/RAP ASSOCIATED NONCOMPLIANCE**

When you learn that a client is noncompliant do the following:

- Send the DHS-2444, Notice of Employment and/or Self-Sufficiency Related Noncompliance within three days of the noncompliance.

Check all programs that apply to the noncompliance (FIP/RAP and/or RAP) and the related penalty count that applies to each as outlined on the form.

- Hold the triage appointment/phone conference and document the results in Bridges.

**Note:** If the client does not participate in the triage meeting, determine good cause for FAP based on information known at the time of the determination.

- Determine FAP good cause separately from the FIP/RAP based on FAP good cause reasons defined later in this item. If a good cause reason is selected for FIP/RAP it also applies to FAP. If the client does not meet one of the FIP/RAP good cause reasons in the drop down list, but does meet one of the FAP only good cause reasons, select the FAP only good cause reason to avoid client disqualification on FAP. Bridges makes both determinations simultaneously.

### **When To Disqualify**

Disqualify a FAP group member for noncompliance when all the following exist:

- The client was **active** both FIP and FAP on the date of the FIP noncompliance, **and**
- The client did **not** comply with FIP/RAP employment requirements, **and**
- The client is subject to a penalty on the FIP/RAP program, **and**

- The client is **not** deferred from FAP work requirements (see **DEFERRALS** in BEM 230B), **and**
- The client did not have good cause for the noncompliance.

In this case Claimant does not dispute her failure to meet her assigned participation requirements in the Michigan Works Agency/Jobs Education and Training Program (JET). Claimant asserts she has good cause for not attending because she lives one mile from the bus stop and did not have any other means of transportation. Claimant requested a bus pass November 16, 2009 when she was at JET but did not say she would be unable to use the bus pass. Claimant did not raise the issue of transportation problems until the triage meeting on December 8, 2009. The assertion is inconsistent with the fact that Claimant got to the DHS Office and JET several times between September and the triage meeting she attended on December 8, 2009.

The Department policy cited above states that good cause due to transportation requires a request for transportation prior to case closure. Since Claimant is asserting she cannot get to the bus stop, good cause due to transportation would require she had requested transportation other than the bus prior to the triage meeting. That did not happen in this case and good cause for Claimant's failure to participate in employment and/or self-sufficiency related activities have not been established.

### **DECISION AND ORDER**

The Administrative Law Judge, based upon the above findings of fact and conclusions of law, decides the Department of Human Services properly sanctioned Claimant's Family Independence Program (FIP) and Food Assistance Program (FAP) cases for failure to participate in employment and/or self-sufficiency related activities.

It is ORDERED that the actions of the Department of Human Services, in this matter, are UPHeld.

/s/ \_\_\_\_\_  
Gary F. Heisler  
Administrative Law Judge  
for Ismael Ahmed, Director  
Department of Human Services

Date Signed: January 3, 2011

Date Mailed: January 3, 2011

**NOTICE:** Administrative Hearings may order a rehearing or reconsideration on either its own motion or at the request of a party within 30 days of the mailing date of this Decision and Order. Administrative Hearings will not order a rehearing or reconsideration on the Department's motion where the final decision cannot be implemented within 60 days of the filing of the original request.

The Claimant may appeal the Decision and Order to Circuit Court within 30 days of the receipt of the Decision and Order or, if a timely request for rehearing was made, within 30 days of the receipt date of the rehearing decision.

GFH/tg

cc:

