

13.3 SNAP VOLUNTARY QUIT

A. ACTIONS WHICH ARE VOLUNTARY QUILTS

An applicant who voluntarily quit employment is ineligible for 3 months; a penalty is applied to an active recipient. See Section 13.2 and 13.6.

A voluntary quit has occurred when all of the following conditions exist:

- The individual left full-time employment of at least 30 hours per week, other than self-employment, of his own volition, or the individual voluntarily reduced his work hours to below 30 hours/week.
- The individual who left employment was not exempt from the work requirement at the time of the quit.
- The individual quit the most recent job of at least 30 hours per week within 60 days prior to the date of application, or anytime thereafter, without good cause. See Section 13.3.

NOTE: An individual who is exempt from the work requirement due to employment loses this exemption immediately upon leaving employment. The client is, therefore, subject to the work requirement penalty even though he was exempt while employed, or while working 30 hours/week.

NOTE: Those persons exempt from the work requirement at the time of the quit due to receipt of, or registration for, UCI benefits are exempt from the SNAP penalty. However, failure to comply with UCI requirements without good cause results in the penalties listed in Section 13.6.

NOTE: An individual who meets the above conditions and is an employee of federal, state or local government is considered to have voluntarily quit a job without good cause when the individual participates in a strike against such government and is dismissed because of participation in the strike.

B. ACTIONS WHICH ARE NOT VOLUNTARY QUILTS

The following actions are not considered Voluntary Quit actions:

- Leaving a job of less than 30 hours per week.
- Reduction in the number of hours of employment for the same employer, at the request of the employee, as long as after the reduction, he is still employed 30 hours or more per week.

Work Requirements

- Termination of a self-employment enterprise.
- Resignation or termination from the employment at the demand of the employer for any reason, including lay-offs and firings. Even when the reason for firing is failure of the client to follow rules that the employer can reasonably expect to be followed, being fired is not of the client's own volition and is not, therefore, a voluntary quit. See **NOTES** in **Actions Which Are Voluntary Quits** above.
- Leaving employment by a person who was exempt from work requirements at the time of the quit. See **NOTES** in **Actions Which Are Voluntary Quits** above.
- For applicants: The quit did not occur within the 60-day period prior to the date of application and/or did not involve the most recent job of at least 30 hours per week.
- For recipients: The quit did not involve the most recent job of at least 30 hours per week and/or the client is exempt from the work requirements at the time of the quit or at the time the voluntary quit is determined.

C. GOOD CAUSE FOR VOLUNTARILY QUITTING

Once a determination is made that the client voluntarily quit, the Worker determines if the individual had good cause for leaving employment. If any of the following are met, good cause is established.

- The individual was discriminated against by the employer based on age, race, sex, color, disability, religious beliefs, national origin or political beliefs.
- The work demands or conditions were unreasonable, such as, but not limited to, working without being paid on schedule.
- The enrollment by the individual at least half-time in any recognized school, training program or institution of higher learning, which requires the individual to leave employment.
- The acceptance by any AG member of employment or enrollment of at least half-time in any recognized school, training program or institution of higher learning in another area which requires the AG to move and, thereby, requires the individual to leave employment.
- The employment does not meet the suitability requirements.