

P-2332 WKEX and CSP (continued)

P-2332B Deeming (B21-08)

If the hours allowed by FLSA are less than a participant's core work requirement, and the number of allowed FLSA hours are met, then the participant is "deemed," or credited with meeting the full core requirement.

There is no partial deeming. If FLSA allowable hours are not met, then zero hours are deemed toward the core work requirement.

See Reach Up Services procedure P-2332A for more information on FLSA.

Participant meets allowable FLSA hours

Example: Single parent has a 30 hour a week work requirement, which is made up of 20 core hours and 10 hours that can be core or non-core.

FLSA allowable hours = 18 hours.

If the participant does the allowed 18 hours they will get deemed or credit for the full 20 core hours. They will still need to meet an additional 10 hours in either a core or non-core activity to meet their full requirement.

Two parent household meets allowable FLSA hours

Example: Two parent household has a 35-hour work requirement, which is made up of 30 core hours and 5 hours that can be core or non-core.

FLSA allowable hours = 25 hours.

If the participants do the allowed 25 hours (either one parent does the full 25, or the two parents split the 25 hours) they will get deemed or credit for the full 30 core hours. They will still need to meet an additional 5 hours in either a core or non-core activity to meet their full work requirement.

Participant does not meet allowable FLSA hours

Example: Single parent with a child 6 years old or older has a 30 hour a week work requirement, which is made up of 20 core hours and 10 hours that can be core or non-core.

FLSA allowable hours = 18 hours.

If the participant only works 17 hours at their CSP, they will not be deemed to the 20 core hours. Excused or holiday hours could be used to help the participant meet their FLSA hours, and then be deemed to the core number of hours.

Work Requirement	Core Activity Hours Needed	Additional Hours of <i>Countable</i> Activities Needed (Core or Non- Core) to meet WR
20	20*	0
30	20*	10
35	30*	5

**If FLSA hours are met and are less than the core hours, participant may be deemed.*

CASE D TIME F10

CASE D TIME F10 should show the number of deemed hours credited to a participant.

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03/04/19 10:17 * +-----Federal Requirements-----+
The Work Requireme | Average Weekly Hours being reported to Feds | )
CSP/WKEX cannot ex | for 03/2019 |
There are 2 RUFA m | **Core Activities** Verind Schd |
has 23 mo | Unsubs Employment.....= |
Subs Priv Employment.....= |
Subs Public Employment.....= |
Work Experience.....= |
OJT - On Job Training.....= |
Job Search & Job Readiness = | =HELP
Community Service Programs = 16 16 | AGE
Voc Ed Training.....= | ---
**Non Core Activities** |
Job Skills Trning rltd emp.= |
Educ related to Emp/no HS..= |
School Attendance/no HS...= |
Deemed Hours.....= 4 |
***** Total core hours...= 20 16 |
Total non core hours..= |
Total countable hours= 20 16 |
USER: 310 FNX: CAS |
DO: Z IMS: 310 RPT +-----+ 3
Enter-PF1---PF2---PF3---PF4---PF5---PF6---PF7---PF8---PF9---PF10--PF11--PF12---
EXIT EHR5 EMPL WORK CLCK JSER

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In the screen shot above, the household has a 20 hour per week work requirement. Their FLSA was 16 hours. They participated in a CSP for an average of 16 hours per week and were deemed the additional 4 hours up to their core hours.

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+-----Federal Requirements-----+
03/04/19 13: | Average Weekly Hours being reported to Feds | )
The Work Req | for 03/2019 |
CSP/WKEX can | **Core Activities** Verifd Schd Verifd Schd |
There are 3 | Unsubs Employment.....= |
A has 5 | Subs Priv Employment.....= |
| Subs Public Employment.....= |
| Work Experience.....= |
| OJT - On Job Training.....= |
'X' TO VIEW | Job Search & Job Readiness = | =HELP
X NAME | Community Service Programs = 6 12 6 12 | AGE
- ----- | Voc Ed Training.....= 5 5 | ---
- | **Non Core Activities** |
- | Job Skills Trning rlt'd emp.= |
- | Educ related to Emp/no HS..= |
- | School Attendance/no HS....= |
- | Deemed Hours.....= 18 |
- | ***** Total core hours....= 29 17 6 12 |
- | Total non core hours.= |
- | Total countable hours= 29 17 6 12 |
USER: 310 FN | |
DO: Z IMS: 3 +-----+ 3
Enter-PF1---PF2---PF3---PF4---PF5---PF6---PF7---PF8---PF9---PF10---PF11---PF12---
EXIT EHRS EMPL WORK CLCK JSER

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This screen shot shows a two-parent household with a 35 hours per week requirement. The FLSA was 12 hours. Both participants took part in CSPs for 6 hours each. An additional 18 hours were deemed to bring them up to their 30 core hours. (And one parent also took part in 5 hours per week of Vocational Education which brought their total countable hours up to 35).