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**ONEIDA NATION OF WISCONSIN  
TRIBAL TANF PLAN**

**For grant period  
May 1, 2024 through April 30, 2026**



## **MISSION STATEMENT**

The Oneida Nation TANF program's mission is to promote work and personal responsibility to strengthen Oneida and other enrolled Native American families. We will work together with the customers and other community resources to promote program goals in a comprehensive manner while respecting individual dignity, culture, and self-worth.

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## **Definitions & Acronyms**

AODA: Alcohol or Other Drug Abuse

ASE: Automotive Service Excellence

Caretaker: Relative or like-kin relative, 18 years of age or legally responsible adult, caring for a dependent child(ren) for whom they are not legally responsible for

Case Manager: Economic Support Specialist worker assigned to handle the TANF case

Child Care related service: Direct care for a child while a parent/caretaker is involved in an approved activity, to include registration fee, transportation fee, activity fee and this list is not all inclusive

Crisis Assistance: a non-recurring benefit that assists with rent/security deposit or utility disconnection

Culturally relevant activities: Native American ceremonies, events or meetings, cultural language or crafting classes/events

Cultural/Spiritual Advisor: Person/s recognized within the Native American community, i.e. Longhouse such as a Chief, Faith keeper, Clan mother, Seer; Native American Church Leader

Custodial Parent: A biological parent who has physical placement of their minor dependent child/ren

Dependent child(ren): 45 CFR (Code of Federal Regulations) 286.5 Minor child is (1) an individual who has not attained 18 years of age; or (2) has not attained 19 years of age and is a full-time student in a high school.

Diversion: A component of the TANF program that provides support services to families as an alternative to applying for cash assistance and to promote employment retention

Earned income: is defined as, but is not limited to, wages from employment

Exemption: verified conditions that exist which inhibit an ability to participate in program requirements

Extenuating Circumstances: Unforeseen circumstances and/or conditions that affect the stability of a family's ability to become and maintain self-sufficiency as determined by the TANF Review team

Extreme weather: treacherous, hazardous road/travel conditions, dangerous temperatures, severe thunderstorm, snow or tornado watch or warning

Family: Social group consisting of parents/caretakers and their minor dependent children

Financial Crisis: a temporary interruption of income or loss of earned/unearned income, job loss or layoff of working family member, major appliance repair or replacement, illness of more than 5 consecutive days from employment, vehicle repairs that exceed \$100.00, major home repair (furnace), or emergency medical travel-of more than 100 miles

FPL: Federal Poverty Level

General Welfare Assistance: a payment made to enrolled tribal members that applied for funds.

Good Cause: Emergency medical situations, death in the immediate family, natural disasters such as fire or flood, a National Health Crisis Pandemic or other reasons as approved by the ES Case Manager and the ES Program Manager.

Hardship exemptions- are defined as verified conditions that cause difficulty and/or suffering physically, mentally, or financially that inhibits program participation

Incentive: A monetary reward for employment retention for adults and students, students achieving good grades, an action which motivates effort toward success

Immediate Family Member: Husband, wife, mother-in-law, father-in-law, mother, father, son, daughter, brother, sister, grandparent, grandchildren, great grandparents, great-grandchildren, spouse's great grandparents, spouse's grandparents, son-in-law, daughter-in-law, brother-in-law, sister-in-law. Immediate family member also includes legally recognized family members that establish the following relationships, such as step-parent, step-grandparent, step-great grandparents/grandchildren adopted child, foster child, and guardian.

Like-Kin: the cultural recognition of persons who are not necessarily related to a child as how the State would define, but is accepted within the tribal community as kin caregivers to our children.

Medical related needs: lodging expenses and fuel assistance for family group member that need to stay for overnight hospitalization for serious medical diagnosed conditions

Needy Family: those that have a total family income equal to or less than 185% of the Federal Poverty Level (FPL) for cash payment assistance and on-going benefits. Families meeting or below the 200% FPL are eligible to receive Diversion services while youth work experience applicants' income is tested at or below 250% FPL.

Non-Custodial Parent: The biological parent as established through paternity by Child Support agency records or voluntary paternity acknowledgement form, who is not residing in the home with the child/ren.

Per capita payments: payments made to enrolled tribal members from funds other than natural resources (not general welfare assistance).

Qualified health professional: State Certified Counselor, Psychotherapist, Psychologist, Social

Worker, Physician, or Physician Assistant

Self-Sufficiency: The state of providing for oneself without the help of others; independent

Serious illness or injury: communicable/contagious medical condition, physical injury resulting from accident or traumatic situation.

Short-term education/training: education courses/training less than one year in duration from an accredited institution of higher learning.

Social Security Administration benefits: Federal Supplemental Security Income, Surviving Spouse or Child Benefits, Social Security Disability Income, Social Security Retirement, Social Security Spouse, Social Security Disabled Widow or Widower, Social Security Supplemental Income Exceptional (Special Needs person), State Supplemental Security Income and Caretaker Supplement Benefits income for child/ren of disabled parent(s).

Support Services: Assistance identified specifically to assist a family in addressing barriers to self-sufficiency

TANF: Temporary Assistance for Needy Families

TANF Review Committee: Community Economic Support Director (or designee), and two other TANF case managers.

TANF Child Only Grant: Payment for child/ren being cared for by a relative or a like-kin caregiver

TANF Manager: The Economic Support Program Manager

Temporary Absence: When a parent/caretaker is out of the home for a defined period of time.

Transportation assistance: Vehicle repair, bus pass, fuel assistance, towing, diagnostic testing, interlock ignition installation costs and/or fees

Unearned income: is defined as, but is not limited to, unemployment compensation benefits, social security (retirement, survivor and disability) benefits, child support, tribal per capita (not general



welfare assistance,) veterans benefits

W.I.O.A.: Workforce Innovation Opportunity Act

Work Activity: An allowable activity designed to promote family wellness and self-sufficiency

**Disclaimer**

All forms of monetary assistance described in this plan, are subject to funding availability. All crisis and diversion support services may require 10% customer contribution.

**I. TRIBAL TANF GOALS**

The TANF Program will promote work and personal responsibility to strengthen families. The Program will provide assistance to needy families so that children may be cared for in their own homes or in the homes of relatives; reduce dependency on public benefits by promoting job preparation, work and marriage; prevent and reduce the incidence of out-of-wedlock (unplanned) pregnancies; and encourage the formation and maintenance of two-parent families. The goals of the program are:

- A. To provide comprehensive services to TANF eligible families with children (or expecting a child), who are in need of temporary assistance. An 85% rate of approval on all application requests is the program expectation. This is measured by the number of applications approved against the total number of applications received within a twelve (12) month time frame.
- B. To provide parent(s) or caretaker(s) with employment preparation and/or supportive services that promotes self-sufficiency and responsibility to strengthen families and to decrease the need for public assistance. The program expectation is to assist each parent

and or caretaker with employment preparation according to their individual needs. 85% of all referrals provided to participants will result in a successful or completed connection with the referral source provided.

- C. To provide essential support and assistance to TANF participants through the preservation of Native American family life and culture. Measuring progress is done by individual and family involvement of attending annual cultural ceremonies, other cultural events such as storytelling, language classes, bead work, basket making, moccasin making, Lacrosse games for healing, arts classes, appointments with spiritual and/or natural health advisor for health/healing, etc.
- D. To collaborate with the Parenting Program and the other Family Services programs, schools in the community as an effort to educate customers on personal responsibility and prevention of out-of-wedlock births. The TANF program may assist with sports related fees such as uniforms, registration fees, etc. which can encourage positive involvement in community/school. This is measured by the number of collaborative efforts with each program while being involved with face-to-face learning opportunities with youth and young adults.
- E. To assist non-custodial parents (NCP) with support services to obtain or maintain employment allowing for support for their child/ren, where no other resources exist. This is measured by the number of NCP applications approved. The agency expects to approve 75% of applications received.
- F. The TANF program will provide training opportunities for TANF relevant training for staff (such as Case Management, TAS-Eaglesun Data Collection training, etc.). The expectation

is that all TANF staff will attend at least one training/conference per year that offers improved techniques and professional growth for working with families.

G. The Nation is committed to meeting a 35% work participation rate.

## **II. DESIGNATED AGENCY**

The Oneida Nation's ~~Oneida~~ Economic Support Services is the authorized agency responsible for the administration of the TANF program for the Oneida Nation. Economic Support will be responsible for the delivery of TANF services to eligible enrolled Oneida Nation members and enrolled members of a federally recognized Indian tribe/nation residing within the Oneida Nation reservation boundaries.

The agency offices are located at 2640 West Point Road in Green Bay, Wisconsin 54304. The TANF Team includes the Program Director, the Economic Support Program Manager, three Economic Support Specialists. Oneida Nation currently contracts with Eaglesun Systems for their TAS (Tribal Assistance Services) database program and uses O'Brien & Associates for fraud related investigations.

## **III. PERIOD COVERED BY ONEIDA TRIBAL TANF PLAN**

The Oneida Nation intends to operate a Tribal TANF Program for a three (3) year period beginning May 1, 2024 through April 30, 2026.

## **IV. SERVICE DELIVERY AREA**

The program may serve TANF eligible families defined as enrolled members of the Oneida Nation residing within Brown or Outagamie counties of Wisconsin. The reservation's boundaries are

located in both counties. The TANF program will also assist other income-eligible families consisting of enrolled members of other federally recognized Indian Tribes/Nation residing within the Oneida Nation reservation boundaries. If determined eligible all applicants may receive the same services listed within the plan.

## **V. SERVICE POPULATION**

The program may serve only enrolled members of federally recognized Indian Tribes. The Oneida Nation TANF reflects a total population of approximately 7,737 Native Americans. The program defines needy families as; those that have a total family income equal to or less than 185% of the Federal Poverty Level (FPL) for cash payment assistance and on-going benefits. Families whose income is at or below the 200% FPL are eligible to receive Diversion services while the Youth Work Experience (summer youth) applicants' income is tested at or below 250% FPL. Families are defined as:

- A. Custodial parent(s) eighteen (18) years of age or older with dependent child/ren, a legal guardian eighteen (18) years of age, or an enrolled eighteen (18) years of age Native American pregnant woman (with first born child) who is in the third (3<sup>rd</sup>) trimester of pregnancy, or a caretaker relative eighteen (18) years of age of dependent enrolled Native American child

Note: Dependent child according to 45 CFR 286.5, Minor child is one (1) an individual who has not attained eighteen (18) years of age; or two (2) has not attained nineteen (19) years of age and is enrolled as a full-time high school student and regularly attending classes.

## **VI. REVIEW AND COMMENT ON ONEIDA TRIBAL TANF PLAN**

The Oneida Nation Economic Support Services administers the TANF Program under Oneida Nation's tribal Resolution # 02-10-21-F which supports implementation of the Oneida Tribal TANF Plan. Opportunity for public comment has been provided through two (2) community meetings held February 22, 2024 at 10:00 a.m. and at 4:00 p.m. The proposed plan was available to the public for 45 days prior to the submission of the plan to Administration for Children & Families.

## **VII. INDIAN FAMILIES RELOCATING INTO SERVICE DELIVERY AREA**

Families moving into the service delivery area will be required to verify the following information:

- A. Residency in the service delivery area and;
- B. Tribal enrollment for at least one (1) member of the family group and;
- C. If applicant was a former TANF customer, verification of case closure from previous county/state/ tribal agency is required.

## **VIII. TANF ASSISTANCE AND SERVICES DESCRIPTION**

The TANF program has specific eligibility criteria requirements but all program services are limited to families that meet the Nation's definition of needy family. Oneida TANF program offers the following types of assistance:

- A. Cash assistance
- B. Childcare related services, not offered by other programs, to include short term assistance with initial child care when applicant needs to start work immediately and has not yet established a child care spot/facility for their child/ren. This can be in the form of relative

care for up to one month until a child care provider is secured

- C Crisis services
- D. Diversion Support, Non-custodial and Caretaker Relative services
- E. Pregnancy prevention and educational services
- F. Life skills training
- G. Youth Work Experience employment

#### **IX. TANF SUPPORTIVE SERVICES**

The program may assist TANF cash payment, caretaker relative, and non-custodial parent(s) of TANF eligible child/ren with the following supportive services to obtain or maintain employment, disregarding a 25% deduction off earned income to determine eligibility:

- A. Short-term vocational education to promote job training and employability
- B. Required work activity expenses not covered by any other resource
- C. Childcare transportation costs, a portion of parent payment, or registration fee unable to be met by the parent(s) not otherwise allowed by other childcare resources
- D. Half of the rent payment as a support service for cash payment CNB or CSJ households for each month they remain eligible for cash payment (CNB and CSJ).
- E. Crisis assistance for short term help with a payment(s) toward rent, security deposit or utility disconnects where no other resources exist. This assistance may be available to the non-custodial parent if they can verify shared placement through a court order or child support agreement. Non Custodial parent must verify they are cooperating with the court order or agreement.
- F. Caretaker Relative or like-kin households may be eligible for the following support services

upon placement of children:

- a. Clothing allowance per child with documentation of placement
  - b. Support services for a caretaker or like-kin relative may include purchase of bedding, clothing, diapers, wipes, formula, school supplies, etc.
- G. Employment related or educational supportive expenses required for TANF work participation or employment/training including but not limited to:
- a. Uniforms/work clothing, shoes, safety shoes
  - b. Safety glasses, work tools
  - c. Books and tuition (not covered by any other resource)
  - d. Professional license or certification fees
- H. Transportation assistance to include:
- a. Fuel assistance, transit or bus pass, and/or cab fare (where no other resources are available)
  - b. Auto repair
  - c. Drivers' license exam, reinstatement, Auto registration, Drivers safety course (Group Dynamics classes) and/or Driving Instruction Course for adults and/or youth under 19 years of age still in high school.
  - d. Auto insurance
  - e. AODA assessment fee
  - f. Interlock Ignition device installation fees
  - g. Occupational driver's license fees (SR22 & license)
  - h. Traffic fines needed to get driver license for adult member in the family group



- I. Incentives for customers who are on cash payment:
  - a. Education achievements for adults achieving GED, HSED, Associates Degree, Bachelor's Degree
  - b. Student in grades K-12 for good grades for each semester of school year
  - c. Successful completion of Employability plan requirements for agency established benchmarks
  - d. Employment retention meeting agency established benchmarks
  - e. Savings account match not to exceed \$200
  - f. Marriage - Healthy relationships or other denominational groups, upon completion certificate
- J. School preparation assistance (supplies) co-sponsoring with an event
- K. Life skills training, i.e. computer classes, parenting, financial budgeting
- L. Cultural and educational individual and/or family activities
- M. Household supplies/personal hygiene, etc.
- N. Assist family group with purchase of birth certificates and/or tribal enrollment for children/parents
- O. AODA or Mental Health Treatment Services where no other resources exist

## **X. TANF DIVERSION SERVICES**

Diversion services provide support services to a family as an alternative from them having to apply for TANF cash payment assistance. Eligibility for diversion will be determined using up to 200% of the Federal Poverty Level (FPL) and disregarding 25% deduction off the family's earned income when determining eligibility. Services available may include but are not limited to:

- A. Domestic Violence counseling and support services through referral to Oneida Domestic Violence program including court ordered participants
- B. Assist family group with the purchase of birth certificates and/or tribal enrollment for child/ren or parents
- C. Culturally relevant support services that promote wellness
- D. Childcare transportation costs, a portion of parent payment, or registration fee unable to be met by the parent(s) not otherwise allowed by other childcare resources.
- E. Household supplies/personal hygiene, etc.
- F. Interlock ignition device installation
- G. Occupational license fees (SR22 & license fee)
- H. Medical related needs for member/s of family group that is hospitalized, where family group member needs to stay at medical facility
- I. AODA/ Mental Health Counseling/Treatment services where no other resources exist
- J. Relocation expenses (rent/security deposit and/or Uhaul) related to secured employment out of area
- K. Short-term accredited education for job advancement
- L. Transportation assistance when starting new employment
- M. Driving course for adults and/or minors under 19 years of age still in high school
- N. Employment expenses
- O. Vehicle repair
- P. Outpatient Services for AODA and/or Mental Health where no resources exist

## **XI. EARNED AND UNEARNED INCOME**

A 25% deduction of the family groups earned income will be disregarded, when determining TANF eligibility for Diversion and Crisis Support services up to 200% of the federal poverty level. The program will disregard child support being deducted from current employment pay stubs for child/ren not residing in the household. The program will disregard any minor dependent's trust funds or earned income up to age 19 if still attending high school.

All unearned income will be counted as available income in determining a TANF cash grant amount to be determined using 185% of the federal poverty level. Exceptions to this are the program will disregard the first \$200.00 of child support received, and the program will disregard SSI income of a child, a portion of Kinship, Foster Care, Guardianship and Adoption assistance.

### **EXCLUSIONS:**

The program will exclude all Indian Judgment funds, other disbursements that are excluded under Federal Law, Kinship, General Welfare Assistance payments and a child's Social Security Supplemental (SSI) income.

## **XII. RESOURCES AND ASSETS**

The program chooses to not have an asset or resource limit.

## **XIII. ELIGIBILITY AS RELATED TO THE PURPOSES OF TANF**

Eligibility for TANF assistance and services is as established in the Oneida Nation's approved TANF Plan. Only needy families, as defined in the TANF Plan, may receive: (a) any form of Federally funded "assistance" (as defined in 45 CFR 286.10); or (b) any benefits or services pursuant to TANF purposes 1 or 2. The Nation may use segregated Federal TANF funds to provide

services (and related activities) that do not constitute “assistance” (as defined in 45 CFR 286.10) to individuals and family members who are not financially deprived but who benefit from services that meet TANF purposes 3 or 4. Objective criteria will be established for participation in these programs.

#### **XIV. COORDINATION/COLLABORATION WITH OTHER PROGRAMS**

The program will collaborate with other Tribal, State, and Federal service providers to assist applicants with obtaining comprehensive services. Team case management may be conducted with other behavioral health professionals in an effort to holistically address identified barriers to employment. The Program will collaborate with local school systems, daycare providers, Head Start & Early Head Start programs, Fatherhood Initiatives, Juvenile Diversion, Parenting, Indian Child Welfare (ICW), Arts and other Cultural programs, Domestic Violence program and Child Support programs to promote healthy families.

The Oneida Economic Support Services administers numerous public programs, including State Food Share and Medicaid programs, State and Federally funded childcare subsidy programs, tribal Workforce Innovation Opportunity Act (WIOA), Energy Assistance, on-site Job Center Services, etc. Oneida Economic Support Service has a drop-in, on-site daycare for customer convenience.

#### **XV. CHILD SUPPORT ENFORCEMENT**

The Oneida Tribal TANF Program will work collaboratively with the Oneida Nation Child Support Enforcement Program whose purpose is to establish paternity, locate, and enforce child support orders and work with the absent parent(s) in financially providing support for their child/ren. Non-cooperation with child support agency will result in the denial of cash assistance eligibility until

compliance is verified. In accordance with the provisions set forth in 45 C.F.R., section 286.75(8), the TANF agency will require cooperation with child support agencies, except when good cause is verified and approved. Any child support collections will be passed through to the family or caretaker of the dependent(s).

## **XVI. CHILD CARE PROVISIONS**

Child Care Services Program will be responsible for resources to cover expenses associated with childcare needs for TANF eligible families. The program administers State & federal grant-funded programs to assist with childcare subsidies for families. The TANF program may assist with a need for respite childcare if not enrolled in Family Services programs where Respite Care may be available. Paid providers of the program are licensed daycare, certified providers, or relative care providers. The TANF program may provide child care services not specifically outlined in the State/Federal child care plan when needed.

## **XVII. EMPLOYMENT OPPORTUNITIES**

Employment opportunities are accessible by private vehicle, Oneida Public Transit, Green Bay Metro and Fox Valley Transit systems. The Oneida Nation is one of the largest employers/organizations in northeast Wisconsin. The location of the reservation and the close vicinity to Green Bay (Brown County) and Appleton (Outagamie County) provides employment opportunities in the areas of; manufacturing, retail, hospitality/restaurants, gaming, health care, social services, education, recreation, agriculture, etc. Many seasonal employment opportunities are also available such as the- NFL, local shipyards, and agricultural harvesting.

The TANF program also provides funding for employment by offering Youth Work Experience

annually for youth between the ages of 14-19 if the student is still attending high school. The program's goal is to offer at least 30 youth work placements with local employers for at least 20 hours per week, for eight weeks. The program staff work with the youth to establish the best placement to gain work experience and develop their work ethic and habits. Previous placements include: The Nations' Department of Public Works, Buffalo Farm, the Cannery, ADRC, Physical Therapy, Recreation, Oneida Veterans Office, and the Community Libraries. Outside of the Nation we have used the local Salvation Army, Habitat for Humanity, YMCA, Green Bay Childrens Museum, Brown County Aging and Disability Center, the Oneida Hotel and the Wingate Hotel.

#### **XVIII. TRIBAL TANF WORK ACTIVITIES/PARTICIPATION**

The following is a list of acceptable work related or work activities:

- A. Subsidized employment
- B. Work experience (paid or unpaid)
- C. Work search/job readiness
- D. Education/Vocational training
- E. Job skills, life-skills classes/training
- F. Individual or group counseling
- G. Other- barrier related appointments, medical, physical therapy, counseling, groups such as domestic violence classes, children IEP meetings, parent-teacher conferences and home visits, children's medical and/or counseling, physical therapy appointments and other therapeutic appointments, providing constant care of severely ill child/handicapped or other immediate family member and self-care when medical limitations exist due to illness

or injury and trauma. These all factor in to meeting needs of the family as a whole, well balanced family. Physical and mental health are necessary before one can maintain self-sufficiency.

H. Small business, entrepreneurial training

I. Culturally relevant work activities are very important in the development of who you are as a member of the Nation, it brings a sense of belonging, helps to build self-worth/self-esteem, identifies your role as part of the clan, teaches responsibility and respect in many aspects of life including our spiritual beliefs. Knowing our cultural values and practices helps cultivate healthy, balanced lifestyles which then promotes the ability to maintain self-sufficiency. The skills learned may lead to a lifetime of self-sufficiency as an entrepreneur.

J. Financial Literacy classes

## **XIX. MANDATORY WORK REQUIREMENTS**

The Oneida Nation TANF program participation rates are:

### **Work Participation Rates**

Population: All families (except non-needy caretaker)

Minimum participation rate for FY 24 = 35%

Minimum participation rate for FY 25 = 35%

Minimum participation rate for FY 26 = 35%

### **Weekly Work Hour Requirements**

Population: All families (except TANF Child Only) will be required to participate in the following work hours to maintain eligibility for TANF assistance unless medically exempt

as verified by a physician statement:

FY 2024- minimum 32 hours

FY 2025- minimum 32 hours

FY 2026- minimum 32 hours

The case manager reserves the right to determine if one or both parents are required to participate to meet the minimum work hour requirements. The employability plan that determines the success of work participation is developed by the circumstances and needs of the family.

The economic conditions and lower poverty limits within the service area which is less than 5% indicates that there is viable employment and training opportunities exist to meet the Work Participation Rates. However, Native American's living on reservations specifically those in a rural area experience higher incident of social inequities or barriers. Our community has been significantly affected with the recent health pandemic and safeguarding in place. The frequency of suicide, the high rate of drug/alcohol related deaths, as well as the unexpected Covid related deaths in our community increased the need for additional support and mental health services. Consequently, the request for diversion, employment related services has decreased, and our Crisis Services have increased.

## **XX. LIMITATIONS AND SPECIAL RULES**

An individual shall be considered engaged in a work activity by participating in any work related activity specified in this plan. If placing a customer in job search and job readiness assistance, as the sole work activity, this can only count for six (6) weeks in any fiscal year. To comply with 45CFR 286.105 (b) and (c) if job search/job readiness is an ancillary part of other activities, there



is no limitation for time (weeks) spent in job search/readiness. If the Oneida Nation's unemployment rate in the TANF service delivery area is at least 50 percent greater than the United States' total unemployment rate for that fiscal year, then an individual's participation in job search or job readiness assistance activities only can be counted for up to twelve (12) weeks in that fiscal year.

Caretaker of Newborn (CNB) cash payment assistance may be available for a single or two parent family until the child reaches the age of twelve (12) weeks.

No penalty will be assessed for a parent caring for a child under the age of six (6) years that cannot complete their work activities for the following verified reasons:

- Unavailability of "appropriate childcare", within a reasonable distance from the participant's home or work site; or unavailability of appropriate and affordable child care in certain circumstances such as third shift employment. "Appropriate child care" is defined as a
- Formal or informal child care arrangement. Formal child care means at least one licensed or certified child care facility. If formal child care is unavailable within a reasonable distance from the parent(s) home or work site no penalty will be assessed. "Informal child care" is defined as an arrangement in which the child care provider is neither licensed nor certified (family or relative care). Participants who use this type of arrangement are not eligible for TANF child care assistance and other resources will be sought to assist a family.
- "Reasonable distance" is defined as child care within one hour (one-way), commuting, using available transportation, from parent(s) home to the child care provider's location to the parent(s) work activity site. Travel time may be extended on a case by case basis.

- “Unsuitability of informal child care”, because a TANF participant cannot be required to use informal child care, the participant will be allowed to determine whether informal child care is unsuitable. The Nation’s CCDF program guides the participant in selecting child care.
- “Affordable child care” is care that is not above the State of Wisconsin’s Shares Child Care Subsidy program rates for licensed and certified child care. A TANF participant who has formal (i.e., licensed or certified) care available within a reasonable distance (as defined in policy) is deemed to have access to affordable child care arrangements.

A teen parent (age 18) who has not graduated high school or obtained their GED/HSED may be considered for a TANF grant, they must have satisfactory attendance as their only required activity, attending school for a minimum of four (4) hours per day to meet the minimum work requirements. When school is not in session for summer months, the teen parent(s) must fully engage in work participation activities. Sanctions may be imposed for failure to participate.

Upon verification from a certified/licensed counselor/caseworker, or cultural advisor(s) that a customer is actively and successfully participating in an AODA/Mental Health inpatient treatment, the hours will count toward work participation. Outpatient customers will be required to complete the required thirty-two (32) hours of work participation per week which includes the scheduled outpatient hours. Failure to participate will result in sanction or suspension from the program.

## **XXI. DOMESTIC VIOLENCE OPTION**

The program elects to support the Domestic Violence Resolution as certified by the Oneida Business Committee 6-27-01-H. The Oneida TANF program will align their DVO services closely with CFR 286.140 regarding special provisions. However, Oneida will not take the federal FVO

option due to the lack of local and internal resources. In order to allow a hardship exemption verification of participation is required from a domestic violence program. Program services can include lodging, food, clothing/footwear, school supplies, transportation, storage costs, shelter costs. Collaboration between the TANF and Domestic Violence programs will occur prior to the above services being rendered to avoid duplication. If in an approved exemption, the program will allow individual and group counseling sessions to count towards meeting the work participation requirements according to the approved Oneida TANF plan.

## **XXII. TIME LIMITS**

The Oneida Nation establishes a sixty (60) month cumulative (whether consecutive or not) lifetime limit for Oneida Nation TANF recipients to receive cash payment assistance. The employment opportunities in our service area does not constitute justification for exemptions or extensions of the time limits. The Nation complies with the federal guidance that on-going cash assistance or services for more than four (4) months will be considered as part of the total sixty (60) month time limit. The Nation will count prior months of assistance from any State or tribal TANF program with the exception of any approved exemptions by statute, regulations, under any experimental pilot, or demonstration project approved under Section 1115 of the Social Security Act. If a family reaches the sixty (60) month time limit, cash assistance will end. Oneida Nation will not count benefits received by another Tribal/State TANF program if the applicant lived on an Indian reservation that had 50% unemployment rate or higher. Child only grants are exempt from the 60-month time limit.

## **XXIII. HARSHIP EXEMPTIONS**

Hardship exemptions are defined as a verified condition that cause difficult or suffering physically, mentally, or financially that inhibits program participation. The program may consider the following categories as exemptions from the mandatory work requirements on a case-by-case joint consultation between the case manager and other qualified health care professionals:

- A. Individual unable to maintain gainful employment as verified by physician and/or other qualified health care professional.
- B. A participant caring for an immediate family member age fifty-five (55) and older, a disabled immediate family member, or dependent child in need of medical care.
- C. A second parent or caretaker that is temporarily absent from the family assistance group; i.e. absent due to mental health or medical care up to 90 days.
- D. Victims of domestic violence may be exempt from full work participation, not to exceed three (3) months, with verification from a current police report and/or a certified/licensed counselor or cultural/spiritual advisor.

*NOTE:* The Oneida Nation TANF program affirms it will not exempt more than 20% of total caseload without an ACF-approved plan amendment.

#### **XXIV. PENALTIES/SANCTIONS**

If a participant in a family receiving TANF cash assistance refuses to comply with the employability plan, without good cause, the program can reduce or terminate the TANF grant. Work participation hours missed will be sanctioned by either reduction and/or termination of the TANF grant. The first month of noncompliance will result in a written warning, the second month will result in a sanctioned/ reduced payment, the final penalty would result in termination of the family grant. The grant will be terminated immediately if it is found that the adult is no longer

living in the service area, is incarcerated for more than five (5) calendar days, or that fraudulent information was used to receive TANF services.

Those in non-compliance with Child Support will not be eligible for TANF assistance until the program has been notified by the Child Support Agency that compliance has been met.

#### **XXV. GOOD CAUSE FOR EXEMPTION**

The program may exempt a participant from work requirement penalties (sanctions) for good cause, defined as but not limited to the following:

- A. Serious illness or injury limiting participation
- B. Extreme weather conditions
- C. Family crisis
- D. In the event of a National Health Crisis/Pandemic, participants may be limited to participation activities and will be given good cause as determined by the TANF case manager assessing activities that are available to be completed.

#### **XXVI. APPEAL RIGHTS AND PROCESS**

The following appeal process shall apply to all customers of the program:

- A. During the application process and when action is taken on a case, customers will be advised in writing of their right to appeal.
- B. Customers at risk of losing benefits will be mailed written notice of action to be taken on their case, within five (5) business days prior to the action being taken.
- C. An initial appeal to the decision of a case manager can be filed with the TANF program manager who will respond within ten (10) business days of receiving the appeal.
- D. An appeal of the TANF Program manager's decision can be made to the TANF Review

Committee who will respond within ten (10) business days of receiving the appeal.

- E. The decision of the TANF Review Committee is final and may not be appealed to the Oneida Nation Judicial system or any other entity.

*NOTE:* TANF Review Committee will be composed Community Economic Support Director (or designee) and two other TANF case managers. All members of the review committee will have a designee appointed in their absence.

## **XXVII. TRIBAL OPTIONS**

- A. Child Only grants may not exceed the State monthly Kinship Care rate per child.
- B. The TANF program may provide support services for Youth Work Experience workers within the program administered by Oneida Nation TANF program, subject to funding availability.
- C. All school-age children of cash payments customers will be required to attend school full-time in accordance with current State requirement as verified by case manager for each school semester.
- D. The program will institute and enforce a maximum of twelve (12) months denial of TANF assistance to customer determined to have collected TANF benefits fraudulently.
- E. Drug testing is required for TANF all cash payment applicants with the exception of the Child Only applicants as the agency follows State guidelines for kinship care certification. Drug testing may be delayed for cash payment customers if/when there is a National Health Crisis Pandemic.
- F. The TANF program will collaborate with other program events in the community that provide education and awareness to families, may assist in funding or co-sponsoring family

events that focus and promote family and the formation of two parent families.

**XXVIII. CONFIDENTIALITY**

All program staff, contractors and subcontractors are required to sign a Confidentiality Statement prohibiting the disclosure of any information relevant to any customer or their family, and that they

also understand any violation of the right of the customers' confidentiality may result in immediate termination.

**XXIX. NON-DUPLICATION OF SERVICES**

All customers are required to sign the Tribal TANF application certifying that family members are not receiving assistance from any other Tribal TANF or State TANF (W-2) program. Case eligibility information may be exchanged with other Tribal TANF and State agencies to ensure non-duplication of TANF/W-2 benefits and/or services.

**XXX. FAIR AND EQUITABLE SERVICES**

The program will provide assistance and/or benefits to eligible Native Americans that meet all program requirements, in an equitable and fair method, according to custom, tradition and federal requirements.

**XXXI. FISCAL ACCOUNTABILITY**

The Oneida Nation will comply with the Fiscal Accountability provision of Section 5(F)(1) of the Indian Self-Determination and Education Assistance Act (U.S.C. 450c(f)(1), relating to the submission of a single-agency report required by Chapter 75 of Title 31, U S Code.

**XXXII. DATA COLLECTION AND REPORTING**

The Oneida Nation will comply with all the regulatory and statutory TANF reporting requirements.

**XXXIII. RETROCESSION**

Should the Oneida Nation of Indians of Wisconsin ever need to retrocede back to the State of Wisconsin, the Nation shall adhere to all required regulations and related laws.

Signatures:

\_\_\_\_\_  
Tehassi Hill, Tribal Chairman

\_\_\_\_\_  
Date

\_\_\_\_\_  
Delia Smith, Community ES Director

\_\_\_\_\_  
Date

\_\_\_\_\_  
Barbara Metoxen, Economic Support Program Manager

\_\_\_\_\_  
Date