



*Commonwealth of Massachusetts
Executive Office of Health and Human Services
Department of Transitional Assistance*

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**Online Guide Transmittal 2015-74
December 28, 2015**

To: Department of Transitional Assistance Staff
From: *AOS* Anne O'Sullivan, Assistant Commissioner for Change Management
Re: EAEDC, TAFDC and SNAP: Change to Massachusetts Minimum Wage

Overview

Effective January 1, 2016, the Massachusetts minimum wage will increase from \$9.00 per hour to \$10.00 per hour.

This change impacts all DTA programs, including all wage information and the Fair Labor Standards Act (FLSA) calculation for TAFDC or SNAP clients participating in a community service activity. The FLSA considers the amount of the client's benefits in determining the community service requirement.

If applicants or clients (hereafter called client(s)) are interested in community service, they must be informed of the number of hours they may participate in community service for TAFDC or the number of hours required for the SNAP ABAWD requirement.

Examples

Example A:

A client receives a cash grant of \$531 and SNAP benefits of \$174.

There is a monthly Child Support Obligation Amount of \$275, resulting in a \$50 DEFRA payment. BEACON will subtract the \$50 DEFRA payment from the child support ($\$275 - \$50 = \$225$).

Subtract the remaining child support from the client's TAFDC monthly grant ($\$531 - \$225 = \$306$).

Examples
(continued)

Example A (continued):

Add that amount to the client's SNAP benefits monthly amount (\$306 + \$174 = \$480) and divide the result by the Massachusetts minimum wage. That number is then divided by 4.333 (weeks).

Starting in January 2016, the Massachusetts minimum wage will be \$10.00. Take \$480 and divide by \$10.00; then divide by 4.333 weeks equaling 11.08. This is rounded down to 11 FLSA hours.

The client cannot meet the TAFDC work program requirement with community service participation **alone**. In this example, a client who has a 20-hour per week work program requirement would need to do another activity for 9 hours per week to meet the work program. A client who has a 30-hour per week work program requirement would need to do another activity for 19 hours per week to meet the work program.

Example B:

In SNAP, ABAWDs meeting their work requirement through community service are also subject to the FLSA. If a SNAP client is receiving an allotment of \$50, BEACON will automatically divide \$50 by \$10 (minimum wage amount) resulting in five (5) hours of community service required per month to comply with the ABAWD Work Program.

**Revised
BEACON Online
Guide Page**

Topic: TAFDC
Book: ESP
Chapters: ESP – Non Competitive Integrated Employment Services
Subchapter: Community Service
Subchapter: FLSA
Page: Volunteer to Succeed: TAFDC Community Service and FLSA with Child Support

**New
BEACON Online
Guide Page**

Topic: Cross-Program
Book: Massachusetts Minimum Wage
Page: Massachusetts Minimum Wage

Questions

If you have any questions, please email the DTA Mailbox. Systems questions should be directed to the Systems Support Help Desk.
