## UPDATED: August 14, 2002

Current Federal Law	Administration Proposal	House Passed Bill (H.R.4737)	Senate Finance Committee Bill (WORK Act of 2002)
	Basic Grar	nt Funding	
\$16.5 billion per year through 2002 State MOE requirement is 75% or 80% of amount spent on pre-TANF welfare programs	Re-authorizes block grant funding at current level through FY2007.	Re-authorizes block grant funding at current level through FY2007. Permits states to count toward MOE requirement spending on non-eligible families for reducing non- marital births and promoting marriage & responsible fatherhood.	Re-authorizes block grant funding at current level through FY2007. Adds up to \$10 billion (not including new Transitional Medicaid expenditures) in specific grants & funding.
	Child Care		
Mandatory portion of CCDBG funded at \$2.7 billion per year States must set aside 4% of funds for quality improvements States may transfer up to 30% of TANF funds to CCDBG States not required to guarantee child care to TANF families who work	No additional CCDBG funds Maintains 4% quality set-aside	additional \$1 billion in mandatory CCDBG funds over five years (to total \$2.9 billion/year) authorizes additional \$1 billion in discretionary funds (but no assurance such funds will be appropriated) Increases quality set- aside to 6% Increases amount of TANF funds states may transfer to CCDBG to 50%	Additional \$5.5 billion over 5 years in mandatory CCDBG funds; 2% set aside for tribes in order to get new funds, states must ensure that level of state spending for allocated match funds is not below FY 02 level state & local health & safety requirements under CCDBG are extended to TANF funded child care services no provision about quality set aside or transfer of TANF funds to CCDBG

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		Funding	
Supplemental grants for states with high population growth and low historical welfare payments (\$319 million in FY 01) \$2 billion contingency fund; capped matching grants in case of recession. Current Social Services Block Grant (SSBG) funded at \$1.7 billion per year (not in TANF law); beginning in FY 01, states may only transfer up to 4.25% of federal TANF to SSBG (cut from 10%)	Re-authorizes supplemental grants at FY 01 level Re-authorizes contingency fund at \$2 billion and makes more accessible Restores SSBG transferability back to 10% by FY 07; level funds SSBG at \$1.7 billion/year	Restores supplemental grants at FY 01 level through FY 2006. Re-authorizes contingency fund at \$2 billion and makes more accessible Restores SSBG transferability back to 10% as of FY 03; level funds SSBG at \$1.7 billion/year	Extends and expands supplemental grants to qualify 24 states (up from current 17) at total cost of \$441 million/year. Adds \$2.2 billion in new funds over 5 years. Folds supplemental grants into the main TANF block grant, rather than continuing them as a separate funding stream. Formula for grant to each state is based upon state's per capita income as compared to the national average. Re-authorizes contingency fund at \$2 billion thru FY07 & makes it more accessible to states; eligibility based on unemployment rate or increase in food stamp or TANF caseloads Increase in SSBG funding in FY 2005: \$252 added for total of \$1.952 billion (FY 05); restores to 10% the amount of TANF funding states may transfer into SSBG States may transfer TANF funds to Job Access/Reverse Commute projects and also use them for minor housing rehabilitation costs

	Bonuses and	Additional Grants	
\$100 million/yr bonus to reward 5 states for decrease in illegitimacy \$200 million/yr High Performance Bonus (HPB)	Eliminates the bonus to reward a decrease in illegitimacy & HPB Creates \$100 million/year Bonus to Reward Employment Achievement Creates \$100 million / year family formation / marriage research and demo projects Creates \$100 million / year in competitive grants for promoting marriage and reducing non-marital births (states must match)	Eliminates the bonus to reward a decrease in illegitimacy; replaces with Healthy Marriage Promotion grants (\$100 million/year; 50% state match) Eliminates HPB and replaces with two new bonuses: (1) Employment Achievement (\$100 million/year) for job entry, retention & increased earnings; (2) \$100 million/year to fund marriage promotion research, demonstrations, technical assistance \$20 million/year Fatherhood Initiative (see below)	\$120 million over 4 years (FY2003-2006) to states for caseworker training on identifying barriers to employment and child well-being; coordinating support programs; outreach to promote enrollment in support programs; advisory panels to review policies and procedures for helping those with work barriers repeals HPB and replaces with \$200 million per year competitive Business Link Partnership grants to improve wages, job skills, work supports, & training opportunities of recipients with barriers; to create and expand transitional jobs programs for those unemployed because of low skills, experience or other barriers to work \$15 million/year for FY2004-2007 for competitive grant program for states and tribes to improve access to dependable autos (purchase, maintenance, insurance assistance) for low-income families with children \$30 million/year for FY03-07 for grants to 5- 10 states or tribes for " at- home infant care" demo programs where moms provide own care for

	infants up to 2 years old
	\$50 million for FY2004
	for competitive grants to
	non-profits for
	demonstration projects for
	providing housing and
	services to TANF
	recipients with multiple
	barriers to work & non-
	custodial parents of
	TANF-eligible children
	\$75 million over 4 years
	(FY2003-2006) for tribal
	TANF improvement fund;
	\$37 million/year for new
	Tribal Employment
	Services Program
	see also: Family
	Formation & Parenting
	Support section below
	Cupport Scotion below

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	Pur	DOSES	•
<ul> <li>The 1996 welfare law lists</li> <li>4 purposes for the TANF</li> <li>program: <ol> <li>provide assistance to</li> <li>needy families so</li> <li>children may be cared</li> <li>for in their homes or</li> <li>relatives' homes</li> </ol> </li> <li>(2) end dependence of</li> <li>needy parents on</li> <li>welfare by promoting</li> <li>job preparation, work</li> <li>and marriage;</li> <li>prevent and reduce</li> <li>out-of-wedlock</li> <li>pregnancies; and</li> <li>encourage formation</li> <li>and maintenance of</li> <li>2-parent families</li> </ul>	Amends overall purpose of TANF: "to increase the flexibility of states in operating a program designed to improve the well-being of children." Revises 4 <sup>th</sup> purpose to read: "to encourage the formation and maintenance of <i>healthy</i> two parent <i>married</i> families <i>and responsible</i> <i>fatherhood.</i> "	Amends overall purpose of TANF to include improvement of child well- being: "to improve child well-being by increasing the flexibility of states" Revises 4 <sup>th</sup> purpose to read: "to encourage the formation of <i>healthy</i> 2- parent <i>married</i> families, <i>and encourage</i> <i>responsible fatherhood.</i> " Adds reference to reducing poverty to 2 <sup>nd</sup> purpose.	No amendments to purposes, but recognizes that more investments in quality child care and other work supports are needed to reduce child poverty rates which are still too high. Secretary of HHS must develop comprehensive indicators to assess child well-being in each state including measures related to education, social & emotional development, health & safety, family well-being (income, employment, child care, structure & relationships)
	Wai	vers	· · · ·
Several states are exempt from TANF requirements because they are operating programs under waivers granted before 1996	Repeals state waivers granted pre-1996 law and establishes new, broad state waiver authority ("super waiver") to integrate various assistance programs (e.g., TANF, Food Stamps, subsidized housing)	Repeals state waivers granted pre-1996 Establishes new state waiver authority ("superwaiver") to integrate 2 or more of the following programs: Food Stamps, public housing and homeless assistance, CCDBG, SSBG, TANF, most job training programs under WIA, Welfare-to-Work program under Dept. of Labor, Employment Service under Wagner-Peyser Act, adult education	States with waivers set to expire after October 1, 2002 may continue them through end of FY2007 as long as comply with TANF "universal engagement" requirement. Any other state may apply for and receive one of the waivers mentioned above on the same or similar terms to states that already have them; waivers will be in effect for 4 years maximum through FY2007.

programs under Adult
Education and Family
Literacy Act, and Job
Opportunities for Low-
Income Individuals
program.
Projects may be
approved for 5 years.
Provisions of law
relating to civil rights,
prohibiting discrimination,
purposes or goals of any
program, state MOE
requirements, health &
safety, FLSA labor
standards, and
environmental protection,
among others, cannot be
waived.
Waiver projects must
have a " reasonable
likelihood" of achieving
each program's objectives
and be cost-neutral to the
federal government over
each fiscal year or the 5-
year term.
Applications for projects
not decided upon within
90 days by the
administering Secretary
are automatically
approved.
Establishes Food Stamp
program waivers for up to
five states that may elect
to receive a block grant to
run a demonstration
project instead of
participating in the regular
Food Stamp program.
Participating states are
given a fixed sum over 5
years, regardless of

		whether they face increased demand for Food Stamps. No limits are placed on how a state allocates the grant among three categories: food assistance, employment and training programs, and administrative costs. States may set their own income and resource eligibility guidelines.	
		Limits	
5 year lifetime federal time limit on receiving assistance States may set shorter limits States may exempt 20% of caseload for "hardship"	Maintains current law	Maintains current law	Maintains current law, but defines TANF-funded child care, at-home infant care, transportation subsidies, and housing benefits, as well as short- term non-recurring payments for subsistence needs (food, clothing, shelter) as "non- assistance" so that receipt of such does not count against the 5-year federal life time limit. Participation in Business Link or Transitional Jobs programs not considered assistance or counted against time limit.

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	Medi	caid	•
Families leaving TANF are eligible for TMA (Transitional Medicaid Assistance) for up to 1 year, but must re-apply and document work status and earnings to prove eligibility.	No provision.	One year extension of TMA (through FY 2003).	5-year extension of TMA through FY2007. States may provide continuous eligibility for 12 months; may extend up to 24 months total for families with average gross monthly earnings below 185% of poverty states must provide written notice to families losing TANF if still eligible for Medicaid or info on how to apply for SCHIP if not states may use federal Medicaid and SCHIP dollars to cover eligible legal immigrant children and pregnant women; no sponsor-deeming allowed clarifies that states & local authorities may use own funds to provide non- emergency health services to immigrants
	Work Requirement	s – Participation Rates	l
50% of single-parent families and 90% of 2- parent families must participate in federally - defined work activities by FY 2002 States can be penalized up to 5% of block grant if fail to meet rates All recipients must be in state-defined work activities within 24 months	Makes participation rate uniform for one and two- parent families and increases by 5% each year until reaches 70% by FY 07 Universal engagement requirements: all families must have individualized plan and be engaged in work or other self- sufficiency activities	Makes participation rate uniform for one and two- parent families and increases by 5% each year until reaches 70% by FY 07 Universal engagement requirement: all families must have individualized self-sufficiency plans and be engaged in work or other self-sufficiency	Makes rate uniform for all families; increases 5% per year to 70% by FY 07 Universal engagement requirement: all new recipients must have IRP (individual responsibility plan) within 60 days of enrollment; current families by FY 04; must engage in IRP activities states may exempt

enactment (for current but may recipients) work or p for less th states remove T who leave	ip to 10% of caseload may require some k or pre-work activities ess than 30 hours ates may retroactively ove TANF families leave for SSI from calculation
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Work Requirements – Caseload Reduction Credit			
A state's required work participation rate is reduced by the percentage point drop in its caseload receiving cash assistance since 1995 (except for drops due to change in eligibility rules)	Phases out the caseload reduction credit by FY 2005 but allows states to count employed former recipients towards participation rate for up to 3 months.	Re-designs caseload reduction credit so that participation rate is reduced only if overall TANF caseload fell during previous 3-year period. Additional "superachiever" credit for states whose cash assistance caseloads declined by at least 60% between 1995 and 2001.	Eliminates caseload reduction credit (state option to phase out by FY04) and substitutes the employment credit: states receive credit for those who leave TANF for jobs, but value of credit is reduced each year and capped at 20% by FY2007 (thus, minimum participation rate in FY2007 would be 50% if state receives maximum credit); extra credit (1.5 credits) for placing leavers in higher paying jobs; partial credit for those who work at least 50% of minimum required hours/week; option to get credit for families "diverted" from joining TANF and who get jobs; credit for states that spend TANF funds directly on child care and transportation subsidies; no cap if state meets 2 of 3 triggers for access to contingency fund (percentage increase in unemployment, use of food stamps, TANF caseload)

Work Requirements – Hours/Week to Count Towards Participation Rates Single parent must work at least 30 hours/week (20 hours federally defined direct work, 10 hours state-specified activities) Increases required hours must be in direct work (employment, on- the-job training, work experience, community service) and 16 in other activities Increases required hours to 40/week: 24 must be in federally- defined direct work and up to 16 in other state- defined activities that promote self-sufficiency States may exempt single parent families with children under 12 months from work rate calculation Maintains required hour 30/week, but increases to those that must be spent if activities Only 20 hours direct single parent families with children under 12 months from work rate calculation Partial credit given to states for families that do at least 24 hours of direct work Partial credit given to states for families that do at least 24 hours of direct work States may exempt single parent families with children under 12 months from work rate calculation Maintains required hour solveek, sub increases to those that must be spent if activities Conly 20 hours direct single parent families with children under 12 months from work rate calculation States may exempt single parents with children under 12 months from work rate calculation Maintains required hour solveek, but increases to those that must be spent if defined direct work and up to for insigle parent swith children under 12 months from work rate calculation Maintains required hours solveek activities States may exempt from work rate calculation <th>Current Federal Law</th> <th>Administration Proposal</th> <th>House Passed Bill (H.R.4737)</th> <th>Senate Finance Committee Bill (WORK Act of 2002)</th>	Current Federal Law	Administration Proposal	House Passed Bill (H.R.4737)	Senate Finance Committee Bill (WORK Act of 2002)
<ul> <li>Single parent must work at least 30 hours/week (20 hours federally defined direct work, 10 hours to 40/week; 24 hours must be in direct work and users must be in direct work (employment, on-the-job training, work experience, community service) and 16 in other attes for families that be children under age 6</li> <li>States may exempt single parent families with children under age 6</li> <li>States may exempt single parents with children under 12 months from work rate calculation</li> <li>States may exempt single parents with children under 12 months from work rate calculation</li> <li>States may exempt single parents with children under 12 months from work rate calculation</li> <li>First 20 hours of direct work activities That Count Toward Federal Work Participation Rate</li> <li>First 24 hours, limited set of activities can on the-job training.</li> <li>States may exempt single parents with children under 12 months from work rate calculation</li> <li>First 20 hours of direct work activities That Count Toward Federal Work Participation Rate</li> <li>First 24 hours, limited set of activities community service, on-the-job training.</li> <li>States may exempt single parents with children under 12 months from work rate calculation</li> <li>First 24 hours, limited set of activities community service, on-the-job training.</li> <li>States may exempt single parents mither activities community service, on-the-job training.</li> <li>States may exempt single parents may meet direct work: employment, on-the-job training.</li> <li>States may exempt single parents may meet direct work requirements of 3 months 4</li> <li>States may exempt single parents ming.</li> <li>States may exempt single parents ming.</li> <li>States may exempt single parents ming.</li> <li>States and or the parents may meet direct work requirements of a consistent with activities can include: job</li> </ul>	Work	Requirements – Hours/Week		
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work, and for non-H.S. count H.S. or 20 hours/wk counted towards cap)	-			• •
				allows states to create post-
				programs for up to 10% of
caseload	11.0.		UNGOL WOIK.	
				participation in Business
Link or Transitional Jobs				· · ·
Programs				

Current Federal Law	Administration Proposal	House Passed Bill	Senate Finance Committee Bill (WORK
		(H.R.4737)	Act of 2002)
		Barriers to Employment	
States must conduct initial assessments of recipient's skills, prior work experience, and employability in order to match with suitable activities. States may develop individual responsibility plans based upon assessments.	No provision	Requires states to conduct initial assessments of TANF recipients for skills, prior work experience, and employability. States must create a Family Self-Sufficiency plan for each family that includes a work-eligible individual receiving benefits within the first 60 days of receiving assistance (for new TANF recipients).	States must screen and assess education, skills, prior work experience, work readiness and barriers to employment of each new parent recipient, as well as family & work support services & child well-being, & create Individual Responsibility Plan (IRP) within 60 days and with parent's input in process IRP must detail required work activities, state- provided supportive services, parent obligations, child well- being plan, & possible work support assistance states must do regular reviews & adjustments of IRPs, including pre- sanction HHS must develop & disseminate model screening tools to assist states in identifying barriers in consultation with experts
		ices and Treatment	
No requirement	No requirement for provision of services, but state may count up to 3 consecutive months of substance abuse	No requirement for provision of services, but state may count up to 3 consecutive months of activities addressing a	\$120 million over 4 years (FY2003-2006) to states to implement universal engagement: caseworker training to
	treatment, rehabilitative services or work-related training as qualifying work activity within any 24	TANF purpose (such as substance abuse treatment, rehabilitative treatment, job search or	improve ability to identify barriers & child well-being & communicate program requirements; better

month pariod	job roadinoss assistanco	coordination of support
month period	job readiness assistance, or work-related education/training) as qualifying work activity within any 24 month period. Limited one-month extensions available if about to complete ed. or training program.	coordination of support programs for families; outreach to enroll in support programs; establish advisory review panels to improve policies & procedures for helping those with barriers rehabilitative services may count as work activity for 3 months, plus another 3 months when combined with work or job readiness activities and included in IRP

Current Federal Law	Administration Proposal	House Passed Bill (H.R.4737)	Senate Finance Committee Bill (WORK Act of 2002)
	Sanc	tions	
States may set their own sanction policy but must reduce and may terminate benefits for failure to comply with work or child support requirements.	States may set own sanction policy, but must describe in state plans the strategies they use to reach out to and provide services to those struggling to comply. However, states are not required to provide such services to sanctioned families.	States must impose full family sanctions on families that fail to comply with requirements in their Family Self-Sufficiency plans for at least 2 consecutive months. Families may reapply to have benefits reinstated after minimum of one month and once they fully comply. States may not use state MOE funds to impose partial sanctions instead. States may establish good cause exceptions to full family sanctions and give pro- rated sanctions for partial failures to comply that do not persist for more than one month.	Before a family is sanctioned, the state must do a review of the family's Individualized Responsibility Plan (see above) & make good-faith effort to include family in review. TANF workers are covered by Federal, state, & local worker protection laws, such as minimum wage, health & safety, Title VII of Civil Rights Act, Title IX of Education Act, ADA. States may not displace other workers with TANF recipients.
		and Child Care/Caregiving	
States may exempt single parents with children under 12 months from work requirements States cannot sanction a single parent with a child under 6 if parent cannot comply with work requirements because parent cannot obtain child care	States may exempt single parents with children under 12 months from work requirements.	maintains current law	maintains current law adds \$30 million/year for FY03-07 for demo grants to 5-10 states or tribes for "at-home infant care" programs adds state option to exempt primary caregiver of child (or other family member) with physical or mental disability or chronic illness from work requirements for up to 10% of caseload

Current Federal Law	Administration Proposal	House Passed Bill (H.R.4737)	Senate Finance Committee Bill (WORK Act of 2002)
	Child S	Support	
Custodial parent receiving TANF must cooperate to establish paternity, obtain and enforce child support order Reduction or total denial of benefits if parent refuses to comply without good cause Parent must agree to assign child support rights to state to receive TANF: any support that accrues while on TANF or had accrued before family enrolled in TANF States do not have to pass through any support collected to families currently receiving TANF States must pay federal government its share of collected child support for current TANF families Current child support payments must be paid to former TANF families since 10/97, child support arrears that accrue after family leaves TANF must be paid to family first since 10/00, arrears that accrued before family began receiving TANF must be distributed to family first, unless collected through federal income tax refund offset	Maintains assignment, cooperation requirements Federal match for states that pass through and disregard support collected for current TANF families (greater of \$100/month or \$50 more than current policy) Fed government will share costs with states to pass through support to former TANF families Families that have never received TANF must pay \$25/year fee if collections are made on their behalf Strengthens enforcement tools against non-compliant non- custodial parents	Maintains assignment, cooperation requirements When state passes through child support to current TANF families up to \$100/month or \$50 more than current policy and disregards the support in calculating TANF benefits, state does not owe federal government its share of support collected State option to provide former recipients the full child support collected on their behalf (current + arrears) State option to direct intercepted federal tax refund to custodial parent family for past-due support whether or not child is still a minor \$25/year fee for families that never received TANF if support collections of at least \$500/year are made upon their behalf Decreases amount of arrears owed that triggers passport denial or restriction to non-custodial parent (from \$5,000 to \$2,500)	Maintains assignment, cooperation requirements, but limits child support assignment to period in which family receives TANF benefits & total amount of assistance paid federal government must waive its share of child support collections passed through to current TANF recipients and disregarded in determining TANF assistance (up to \$400 per month for one-child family and up to \$600 per month for family with 2 or more children) state option of providing families that have left TANF full amount of support collected on their behalf (both current as required and arrears); fed government will waive its share of paying arrears to family first allows states to count amounts of child support arrearages passed through to former TANF families as qualifying MOE expenditures or use TANF funds to finance ban on use of child support enforcement program to recoup birthing costs paid by Medicaid

program		states must review &
every 3 years states		adjust child support
must review and adjust (if		orders for all TANF cases
appropriate) child support		every 3 years or at
orders at request of either		request of either parent
parent; for TANF cases,		Decreases amount of
state must do at request		arrears owed that triggers
of state Child Support		passport denial to non-
Enforcement agency		custodial parent (from
(CSE) or either parent		\$5,000 to \$2,500)
non-custodial parents		permits federal income
owing \$5,000 or more in		tax refund offset program
arrears may have		to be used to collect
passports denied,		arrears on behalf of non-
revoked, restricted or		welfare children who are
limited		no longer minors
may not use federal		\$50 million in FY2003
income tax offset program		(at least \$750,000 per
to recover past-due child		state) for states to review
support on behalf of non-		and improve CSE
welfare cases in which		systems
child is not a minor in		states must adopt 2001
most cases		UIFSA updates which
States must charge		provide improved uniform
application fee (max \$25)		rules for establishing and
to non-TANF families		enforcing support across
applying for enforcement		state and national lines
services		

Current Federal Law	Administration Proposal	House Passed Bill (H.R.4737)	Senate Finance Committee Bill (WORK Act of 2002)
	Immigrant	Eligibility	
Legal immigrants who entered US after 1996 may not receive federally funded TANF for first five years	No change from current law.	No change from current law.	State option to use TANF funds to assist legal immigrant families regardless of entry date; states must use sponsor deeming for first 3 years after entry for determining eligibility.
<b>A</b> -0		and Parenting Support	
\$50 million/ year funding for abstinence education programs Permits states to set stricter eligibility requirements for 2 parent families Permits states to impose family cap (no additional benefits for birth of subsequent child)	Re-authorizes abstinence education program at current funding level Additional funding for marriage promotion and family formation programs Requires states to describe efforts to promote marriage and provide equitable treatment for 2-parent married families as part of state plan	Re-authorizes abstinence program at current funding level new Healthy Marriage Promotion competitive matching grants (\$100million/year) for pro- marriage ad campaigns, pre-marital education, marital counseling, relationship skills; states may use federal TANF funds to provide state match (50%) \$100 million/year redirected from HPB to fund marriage promotion research, demos, technical assistance Responsible Fatherhood grants for demo projects authorized at up to \$20 million/year state plans must describe efforts to promote marriage, reduce non-marital pregnancies, provide equitable treatment of 2-parent married families	Re-authorizes abstinence education program at current funding level thru FY2007 adds \$50 million/year in grants for " abstinence- first" teen pregnancy prevention programs (FY03-07); up to \$5 million/year set aside for program evaluations \$5 million/year for FY03-07 for national teen pregnancy prevention resource center \$200 million per year (FY 03-07) in Healthy Marriage Promotion grants (25% state match); \$5 million/year set aside for program evaluations; activities may include teen pregnancy prevention, income support & supplementation, best practices to address domestic and sexual violence \$25 million/year (FY 04- 07) in responsible

	fatherhood grants to
	states for court or child
	support agency-
	supervised employment
	programs for low-income
	non-custodial parents to
	help them meet child
	support obligations; 25%
	state match required
	\$33 million/year in 5
	year grants for FY2004-
	2007 group "second-
	chance homes" for unwed
	parents up to 23 years of
	age & their children; 20%
	state match required
	\$25 million/year for
	FY04-07 for grants to
	conduct policy reviews &
	demo projects to
	coordinate services for
	low-income non-custodial
	parents to help them get
	& keep jobs, increase
	child support, more
	healthy involvement with
	children
	prohibits states from
	imposing stricter eligibility
	rules for 2-parent families
	applying for TANF