

Oneida Tribe of Indians of Wisconsin

BUSINESS COMMITTEE



Oneidas bringing several hundred bags of corn to Washington's starving army at Valley Forge, after the colonists had consistently refused to aid them.



UGWA DEMOLUM YATEHE
Because of the help of this Oneida Chief in cementing a friendship between the six nations and the colony of Pennsylvania, a new nation, the United States was made possible.

P.O. Box 365 • Oneida, WI 54155

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RESOLUTION # 12-11-02-B

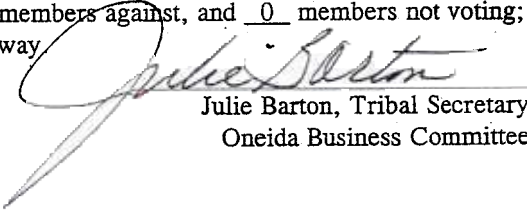
United States Department of Health and Human Services/Administration for Children and Families/Federal Tribal Temporary Assistance for Needy Families (T.A.N.F.) Program/Oneida Tribe of Indians of Wisconsin/Center for Self Sufficiency FY2003/2005

- WHEREAS,** the Oneida Tribe of Indians of Wisconsin is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States, and
- WHEREAS** the Oneida General Tribal Council is the governing body of the Oneida Tribe of Indians of Wisconsin, and
- WHEREAS** the Oneida Business Committee has been delegated the authority of Article IV, Section of the Oneida Tribal Constitution by the Oneida General Tribal Council, and
- WHEREAS** the Oneida Tribe has determined as part of its Seventh Generation Commitment, "To develop a provisional system that fits our "family"/community values such as food, shelter, clothing and employment as well as other services," and
- WHEREAS,** the Oneida Tribe has established the Oneida Social Services/Center for Self-Sufficiency/Oneida Tribal Temporary Assistance for Needy Families Program to promote quality educational, employment and support services for needy Indian families, and
- WHEREAS,** the Oneida Tribe with the collaboration of the United States Department of Health and Human Services/Federal Tribal T.A.N.F. Program would like to provide quality, welfare related services to needy Indian families with children (or expecting children) in Brown and Outagamie Counties, and

NOW, THEREFORE, BE IT RESOLVED: That the Oneida Tribe of Indians of Wisconsin/Center for Self-Sufficiency in collaboration with the United States Department of Health and Human Services/Office of Community Services supports the transition and implementation of the Center for Self-Sufficiency's plan to administer the Federal Temporary Assistance to Needy Families.

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum. 9 members were presents at a meeting duly called, noticed and held on the 11th day of December, 2002; that the foregoing resolution was duly adopted at such meeting by a vote of 8 members for; 0 members against, and 0 members not voting; and that said resolution has not been rescinded or amended in any way


Julie Barton, Tribal Secretary
Oneida Business Committee

**ONEIDA TRIBE OF INDIANS OF WISCONSIN
CENTER FOR SELF-SUFFICIENCY
T A N F P L A N**

TRIBAL TANF GOALS

The intent of the Oneida Tribe of Indians of Wisconsin Tribal TANF Plan, is to provide welfare related services to needy Indian families with children (or expecting a child), in need of temporary assistance and/or services.

The Oneida Tribal TANF Program will provide parent(s), or caretaker participant(s), with employment preparation, employment, and supportive services to enable them to leave the TANF Program and become self-sufficient. The Oneida Tribal TANF Program may provide benefits and/or services to families at risk of welfare dependency.

The Oneida Tribal TANF Program will comply with all Federal mandates of Public Law 104-193.

It is the intent of the Oneida Tribal TANF Program to provide assistance promptly with due regard for the preservation of Indian family life.

The Oneida Tribal TANF Program may measure progress and outcomes of the TANF Program by collecting monthly data that describes services provided to eligible families or individuals.

Further, a data exchange agreement will be maintained between Oneida Tribe of Indians of Wisconsin and Employment Opportunities Systems, Inc. to continue data collection, reporting of program measurements, and client notification system for purposes of monitoring program performance and client success.

DESIGNATED AGENCY

The Oneida Tribe Center for Self-Sufficiency is the designated lead agency responsible for the day to day operations and administration of benefits of the Oneida Tribal TANF Program. Oneida Tribe Center for Self-Sufficiency will be responsible for the delivery of TANF services to TANF-eligible enrolled Native Americans residing within Brown and Outagamie counties in the State of Wisconsin. The main office to serve the eligible population within the two county area is located at 2640 West Point Rd in Green Bay, Wisconsin 54304 with a Medicaid outstation located within the Oneida Community Health Center which provides presumptive eligibility services to Native Americans arriving for health care services and who do not possess any type of health insurance coverage.

PERIOD COVERED BY ONEIDA TRIBAL TANF PLAN

The Oneida Tribal TANF Program intends to operate a Tribal TANF Program for a three (3) year participation period beginning January 1, 2003 through December 31, 2005.

SERVICE POPULATION

The Oneida Tribal TANF Program may serve only enrolled members of federally recognized Indian Tribes and their descendants. Verification of blood quantum may be required. Year 2000 Census numbers for the geographic area defined as "Oneida (WI) Reservation and Off-Reservation Trust Land, WI" reflect a total population of 21,321 Native Americans.

SERVICE DELIVERY AREA

The Oneida Tribal TANF Program may serve TANF-eligible households, identified as households within which reside enrolled members of a federally recognized Indian Tribe, residing within Brown and Outagamie counties in the State of Wisconsin.

REVIEW AND COMMENT ON ONEIDA TRIBAL TANF PLAN

The Oneida Tribe Center for Self-Sufficiency has notified and met with the Dept of Workforce Development for the State of Wisconsin to discuss welfare reform and the transition from a State TANF program to a Federal TANF program. Further, the Oneida Tribe Center for Self-Sufficiency has obtained a Tribal Resolution indicating support of the transition from State TANF (Wisconsin Works) to Federal TANF. The Oneida Tribe Center for Self-Sufficiency has been assisted by Wisconsin Department of Workforce Solutions (DWS) to obtain the number of Indian families data, transfer of cases, and the State's responsibility of providing equitable access to assistance for services not provided by the Oneida Tribal TANF Program. Opportunity for public comment has been provided through the regular weekly Business Committee meetings that are held open to the public.

NEEDY FAMILIES (Definition)

The Oneida Tribal TANF Plan defines NEEDY FAMILIES as families with a total family income equal or less than 125% of the Federal Poverty Guidelines for cash assistance. Some supportive services may not require income as an eligibility requirement for services, i.e., teen pregnancy prevention, parenting, household budget counseling etc. The Oneida Tribal TANF Program defines an eligible Indian family as being composed of all natural children, stepchildren, adopted children, or relative child (including non-Indian) under the age of eighteen (18) living with a TANF-eligible adult in a setting where at least one member of every family/household must be Indian defined as a member of a federally-recognized Indian Tribe, or their descendants, and all families must meet one of the following:

- a) Indian/non-Indian single parent with eligible Indian child(ren)
- b) Indian/non-Indian two-parent families with eligible Indian child(ren)
- c) Needy Indian Caretaker (must be related by blood as verified through applicant's Tribal Enrollment Office) upon verification of denial of alternate resources and absent parent information

INDIAN FAMILIES RELOCATING INTO SERVICE DELIVERY AREA

Verification of residence, Tribal affiliation, and former TANF case closure may be required from persons relocating into Oneida Tribal TANF service delivery area, and making application. Cash assistance amounts shall remain the same for residents and for new residents of the service delivery area.

TANF ASSISTANCE AND SERVICES DESCRIPTION

Oneida Tribal TANF Program may provide cash assistance on a monthly basis to cover shelter, clothing, and other basic needs. Cash and other assistance may be provided as follows:

- a) Cash assistance, or assistance through a Voucher system
- b) Short-term Vocational educational activities designed to increase self-sufficiency, job training, and employment.
- c) Required work activity expenses not covered by any other funding source
- d) Verified work related or educational supportive expenses while cooperating with TANF work participation, including but not limited to uniforms, work clothing, shoes, work-related optical needs, books and tuition, and transportation to include vehicle fuel, auto repairs, auto license, auto insurance, private transportation providers, professional certification or license fees, child care program referrals, etc. as determined by caseworker

Other assistance that may be made available to new parents starting out on their own, living in a residence independent of their parent's household, shall be offered the following incentives upon completion of required educational components consisting of budgeting, parenting, time management, tenant/landlord housing laws, and various miscellaneous lifeskills training:

- a) Limited Household furnishings package as determined by criteria established by the TANF agency
- b) First month's supply of paper products for new household
- c) First three month's Renters Insurance Policy premium
- d) Savings account match for first six (6) month's savings deposited and not accessed since residing in new household setting
- e) Christmas Club match, not to exceed \$150.00, following successful employment retention for a period of six (6) months, and as part of the plan established through successful completion of the Household Budgeting Course held at the Tribal TANF agency.

NOTE: a, b, c, d, and e above, are available only for the new parent starting out on their own, separate from their parent's residence, and only after six (6) months employment retention following independent living arrangement. These incentives are subject to availability of funds.

TANF SUPPORTIVE SERVICES

Oneida Tribal TANF Program may provide TANF recipients with the following supportive services as a tool toward self-sufficiency:

- a) Job development
- b) Domestic Violence counseling and advocacy services
- c) Culturally relevant support services
- d) Child care and transportation costs for participants engaged in work activities
- e) Teen pregnancy prevention & education
- e) Juvenile Justice services
- f) AODA and Mental Health counseling services (including transportation to treatment facility as prescribed by licensed professionals)
- g) Indian Child Welfare services including the cost of licensing a Tribal Foster Homes as an employment activity
- h) Marriage incentive (not to exceed \$500.00) for adults becoming a two-parent family upon completion of marriage incentive criteria as established by the TANF agency
- i) Relocation incentive (not to exceed \$500.00) for retention of full time employment available once in 24 month period
- k) One-time traffic fine payment of up to \$500.00 to obtain or retain drivers license required for employment
- l) One-time crisis benefit (not to exceed \$1,000.00) to maintain shelter, not inclusive of motel lodging, to prevent homelessness or for recovery following destruction of permanent shelter due to fire, flood, natural disaster. NOTE: Crisis benefit shall be available once in a twelve (12) month period with verification of crisis required.
- m) Education, training activities, and/or supportive services for a non-custodial parent of TANF-eligible child(ren) while the non-custodial parent is engaged in full or part time employment activities
- n) At-Risk Family Assistance not to exceed \$1,000.00 per 12 month period to prevent return to welfare dependency due to a mix of earned and unearned income resulting in ineligibility to TANF. Assistance shall be in the form of voucher payment to vendors for household maintenance.

INCOME & EARNINGS

TANF-eligible family "earned income" (except the first \$275.00 will not count as income in determining a family's grant) will be counted toward the Oneida Tribal TANF set grant amount. The total income or earnings (after deductions) shall not exceed the Oneida

Tribal TANF family grant amount. The Oneida Tribal TANF Program will exclude all Indian Judgement funds or other disbursements that are excluded under Federal Law.

RESOURCES AND ASSETS

The Oneida Tribal TANF Program will exclude from the resources limit, vehicles and up to \$1,000.00 in all other resources. All other assets, i.e., property, mineral rights, stocks/bonds, Individual Retirement Accounts, will be considered as available assets (exception: land/home located on the Oneida Indian Reservation), any resource beyond this limit shall be considered available income to the needy family. Exceptions can be granted in special circumstances, including accounts or physical assets that are held in trust and have no value to the TANF recipient.

COORDINATION/COLLABORATION WITH OTHER PROGRAMS

Oneida Tribal TANF Program will coordinate with other Tribal, State and Federal service providers to assist applicants with obtaining services. The Oneida Tribal TANF Program will further coordinate with local High Schools and Technical colleges for educational needs and employment skills enhancement. Local High Schools may provide gpa's for students succeeding academically with those students achieving grade C (average) or above receiving fee payment for Driving School to obtain Drivers License. Students with grade B or above may receive their first three months auto insurance premium, based on current rate of their parent(s). This incentive will provide for greater parent involvement in the academic success of teens. Incentives mentioned in this paragraph may be subject to funding availability.

CHILD CARE PROVISIONS

Availability of resources to cover expenses associated with Child Care needs for the TANF recipients will be the responsibility of the Child Care Program located within the Oneida Tribal TANF Program. The Child Care Program administers various grant-funded programs to assist with child care expenses for low-income needy families and for families experiencing a need for respite child care. Providers of the program are licensed day care facilities, or certified for in-home care. Child care assistance may be provided for up to six (6) months for families leaving the TANF Program due to income/unearned income that disqualifies the family from TANF benefits.

CONFIDENTIALITY

All Oneida Tribal TANF Program staff, contractors and subcontractors are required to sign a Confidentiality Statement prohibiting the disclosure of any information relevant to a TANF recipient or their family, and that they understand any violation of the right of the participant to confidentiality, could result in immediate termination.

NON-DUPLICATION OF SERVICES

All Oneida Tribal TANF recipients will be required to sign the Tribal TANF application certifying that family members are not receiving assistance from any other Tribal or State TANF Program. Case information may be exchanged with other Tribal and State TANF agencies to ensure non-duplication of TANF benefits or services.

EMPLOYMENT OPPORTUNITIES

The Oneida Indian Reservation lies approximately six (6) miles west of the city of Green Bay in Brown County, Wisconsin. Employment opportunities are easily accessible by private vehicle, or by the Oneida (Tribal) Transit System which connects directly with the City of Green Bay Transit System. Because the Reservation is basically all rural, the Oneida Transit System does not provide for door-to-door nor city mile block pick-up, but major office and site location pick-up, therefore creating a barrier for persons without a personal vehicle who may often need to walk miles (with children) to reach a pick-up point.

South of the Oneida Indian Reservation approximately 25 miles, is the City of Appleton, in Outagamie County, Wisconsin. Although there are Tribal members employed in and around this metropolis, there is a general consensus that the opportunities for employment are good but the travel distance is too great. There also exists a history of prejudice from this city as well as the county.

Oneida Tribe is one of the largest employers in northeast Wisconsin with over 3,500 employees in positions from maintenance, housekeeping, law enforcement, medical professions, educational system (HeadStart through High School), parks and recreation, Fitness Center, Social Services programs, printing, Dept of Public Works, etc. There are "pool positions" readily available for many of the enterprises. The Oneida Tribe recently completed the building of a new Health Clinic including Optical services, Dental Clinic, Physician services, X-ray/Lab services, Womens' Health, WIC, and a fully staffed Pharmacy. The clinic employs over 100 professionals and para-professionals. This enterprise is used frequently as an on-the-job training site.

Oneida Retail employs over 1000 at their various Convenience Stores and combination Convenience Store/mini-Casino sites.

The Oneida Tribal TANF Program houses a one-stop Job Center with accessibility to computers for employment skills enhancement, math and reading practice, resume' creation, internet and Wisconsin Jobnet access for employment search, and an on-site Job Developer who maintains contact with local employment agencies and assists customers with resume' creation. Also located within the agency as part of the Higher Education system, is the Tribal Job Training Program and Tribal DVR.

The Tribal Job Training Program has a supportive service plan for employment-related needs, similar to the Tribal TANF Program, but used only where no other resources exist. Tribal Job Training also provides work permits for youth currently attending high school under the age of eighteen.

Although the Green Bay area has numerous employment opportunities, many low-income welfare recipients lack the education and training background needed to retain a good-paying position; they frequently show up late or don't call when unable to report for work, due to poor work ethics/low self-esteem; traditionally are used to working at temporary agencies with little to no benefits; lack transportation due to fines or loss of license; or have made poor partner choices that lead to barriers such as codependency, AODA issues, or physical/mental abuse.

FISCAL ACCOUNTABILITY

Oneida Tribal TANF Program 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.

TRIBAL WORK ACTIVITIES

Reasonable travel time (as determined by the caseworker) to and from an employment site or training site, and travel time to a child care provider, shall count as time toward meeting the recipients work activity requirement. The following is a partial list of work activities:

- subsidized employment
- unsubsidized employment
- participation in a new or "unregulated" activity; as determined by caseworker
- work experience
- on-the-job training experience
- work search/work readiness assistance w/basic skill development
- community service programs
- post-secondary or vocational educational training
- job skills training directly related to employment
- satisfactory attendance in secondary school or in a course of study leading to a certificate of general equivalence, in the case of a recipient who has not completed secondary school or received such a certificate
- provision of child care services for an individual who may be participating in a community services program
- small business training
- life skills training/education
- culturally relevant work activities
- education directly related to employment

MANDATORY WORK REQUIREMENTS

Oneida Tribal TANF Program agrees to satisfy the following minimum recipient participation rates as established and is consistent with economic conditions and resources:

Work Requirements

Population	All families (except non-needy caretaker)
	Minimum participation rate for 1 st year = 20%
	Minimum participation rate for 2 nd year = 25%
	Minimum participation rate for 3 rd year = 30%

Weekly Work Hour Requirements

Population	All families (except non-needy caretaker)
	FY2003 30 hours
	FY2004 35 hours
	FY2005 40 hours

Work requirements are a balance for both urban and rural Native Americans with major focus on urban residents where accessibility to employment opportunities is less of a barrier.

In a two-parent household at least one adult may be required to participate in a work activity for the minimum number of hours listed. Oneida Tribal TANF will determine whether one or both parents are required to participate to meet the minimum requirement (work hours of both parents can be combined in certain situations).

LIMITATIONS AND SPECIAL RULES

An individual shall be considered engaged in a work activity by virtue of participating in any work activity specified in this plan, or approved by Oneida Tribal TANF Program. Individuals participating in work search or work readiness activities for a minimum of three (3) days per week, shall be considered a full week of participation for that participant. An individual's work search and work readiness activities may only count toward meeting work requirements when totaling six (6) weeks in any fiscal year, unless such activity is an ancillary part of another work activity. If work search and/or work readiness activities are an ancillary part of another work activity, then there will be no time limit for consideration of a full week of participation.

A single parent with a child under age six (6) and over three (3) months of age, in conjunction with other activities, shall be required to participate in work activities at a minimum of sixteen (16) hours per week.

A single parent with a child under age six (6) and over six (6) months of age, shall be required to participate in work activities at a minimum of twenty-four hours per week. A single parent with a child under age six (6) and over age one (1) shall be required to participate in an employment position at a minimum of thirty hours per week.

Thirty-two (32) hours per week engagement in employment will provide in some situations, health insurance benefits for this household. Subsidies to assist with household necessities may be provided to those-participants engaged in the thirty-two or more hour employment activity, for up to four (4), in an amount not to exceed \$100.00 per month. This subsidy shall be in the form of a gift certificate for a local retailer and is subject to funding availability.

A teen parent who maintains satisfactory school attendance (High School, GED or College) will be considered as meeting the work participation requirement. An incentive for grade point average of C or above, may be provided in the form of a gift certificate not to exceed \$100.00/month. The incentive award shall begin upon receipt of the first mid-term report of the current school year semester and continue throughout the scheduled school year ending no later than the month of June. Incentives may be awarded through graduation, successful attainment of the GED/HSED, or until the teen parent reaches the age of twenty (20), whichever occurs first, and is subject to funding availability.

Upon verification from a certified/licensed counselor/caseworker, and approval of the TANF Director, Oneida Tribal TANF Program may temporarily exempt victims of Domestic Violence and Inpatient Rehabilitation treatment, with children, from work participation requirements, up to a maximum of three (3) months. Outpatient clients may be required to maintain up to fifteen (15) hours per week in an employment position. Domestic Violence Victims will be exempted from cash assistance overpayment while living at a Domestic Abuse shelter for up to three (3) months. Monthly residential verification will be required of the participant, as well as verification from counselor/caseworker of attendance to scheduled appointments.

Cash assistance will not be terminated or reduced if a single parent caring for a child under the age of six (6) years refuses or stops their work activity for the following verified reasons:

- a) Unavailability of appropriate child care within a reasonable distance from the participant's home or work site,
- b) Unavailability of appropriate and affordable child care

TIME LIMITS

The Oneida Tribal TANF Program shall limit the amount of time a family may receive cash assistance from the Oneida Tribal TANF Program for up to a maximum of sixty (60) months. When the forty-eighth (48th) month of receiving assistance has been reached, the family will be notified and required to increase employment participation activities to a maximum of forty (40) hours per week. During this final 12 months of assistance, heavy emphasis on case management and supportive services will be made. Refusal to accept full engagement of employment during this period, will result in immediate sanction from the Oneida Tribal TANF Program for a period not to exceed two (2) months.

When the household reaches the sixty (60) month time limit cash assistance to the family will end, however case management services will continue to be made available. Benefits received from another Tribal or State TANF program will not be counted towards the 60 month limit if the participant resided on an Indian Reservation that reported at least a 50% not employed rate during the time of eligibility.

HARDSHIP EXEMPTIONS

Hardship Exemptions are defined as verifiable conditions that exist which inhibit an individual's ability to participate in work activities, employment positions, or enter into an employment position. Oneida Tribal TANF Program may consider the following categories as exemptions from the sixty (60) month time limit according to a case by case joint consultation with the Center for Self-Sufficiency Director, the TANF Director, at least one (1) Family Services representative, and one independent advocate chosen by the TANF participant:

- Individuals with verified learning disabilities determined by a physician unable to maintain at least 50% employment
- Single parent caring for an elderly (55+) disabled relative whose need for care is verified/determined by a physician
- Physician verified disability requiring application for Social Security Disability benefits
- Single parent caring for a child determined by a physician to be in need of constant care due to medical condition

PENALTIES/SANCTIONS

If a participant in a household receiving assistance refuses to engage in employment as required by the Oneida Tribal TANF Program in the absence of good cause, Oneida Tribal TANF may reduce or terminate the amount of assistance otherwise payable to the family for that participant (or needy caretaker), or Oneida Tribal TANF may provide limited assistance for basic needs through a voucher issuance for those individuals that fail to meet work participation requirements, until such time that the individual resumes, or meets the employment requirements. The voucher system will allow for partial

payment of utilities (heat, lights, water) and shelter only. Food Stamp sanctions will be applied to the case according to Federal Food Stamp regulations/requirements. Any individual, including youth of the household, that refuse to participate in substance abuse or mental health counseling when referred by Oneida Tribal TANF Program, may be subject to the voucher payment system for meeting basic household needs. Reduction of grants will be calculated at the rate of Federal Minimum Wage x no. of non-participation hours without good cause; final amount deducted from monthly grant.

APPEAL RIGHTS AND PROCESS

The following appeal process shall apply to all applicants of the Oneida Tribal TANF Program:

Individuals at risk of losing benefits shall be notified in writing of the action(s) to be taken on their case, no less than ten (10) days prior to action being taken. During the application process and prior to any action taken on a case, applicants or participants will be advised of their right to appeal. Appeals must be provided in written format and submitted to the assigned caseworker within ten (10) days of notification of proposed action to be taken. Individuals may further appeal in writing to the TANF Director within ten (10) days of receiving their caseworker's decision. The TANF Director, in coordination with the Center for Self-Sufficiency Director, shall provide a final determination and will notify the individual within ten (10) days of the final appeal process.

GOOD CAUSE

Oneida Tribal TANF Program may exempt certain individuals from work requirements penalties (sanctions) for Good Cause, defined as follows:

- Lack of reliable transportation
- Illness as verified through physician documentation
- Education or Training opportunities in which the end result is permanent employment
- Extreme weather conditions
- Miscellaneous (as determined by the TANF Program Manager)
- Family crisis
- Incarceration/Imprisonment
- Physician certified need for care of dependent child

TRIBAL OPTIONS

- a) Household caps are as follows:
 - Households with low-skilled (little or no work history), or multiple barriers to employment may receive a maximum of \$650.00/month
 - Households with higher level skills and increased potential for employment, may receive a maximum of \$700.00/month
- b) All applicants may be required at intake, to complete substance abuse testing. Random testing will be conducted with positive test results resulting in the recipient being required to participate in a substance abuse assessment and attend recommended counseling sessions, or enroll in a rehabilitation program. TANF payments may continue throughout the rehabilitation program, in the voucher payment system, or denial/reduction/termination of benefits may result until the client comes into compliance
- c) All school-age children will be required to attend school full time, and regular attendance, enrollment and current grade status is required. Cash benefits may be reduced until child(ren) return to school or attend regularly.
- d) TANF parents completing their High School, GED or HSED may receive an incentive bonus of \$500.00, subject to funding availability
- e) TANF parents completing an Associate Degree may receive a \$1,000.00 incentive bonus; and TANF parents completing a Bachelors Degree may receive a \$2,000.00 incentive bonus, subject to funding availability.
- f) All youth that participate in the TANF Teen Pregnancy Prevention Program are eligible to receive a \$50.00 gift certificate at a local retailer for perfect attendance and successful completion of the Program, subject to funding availability.
- g) Oneida Tribal TANF Program may institute and enforce a maximum of twelve (12) months denial of benefits to applicants convicted of collecting public assistance (including Federal TANF) benefits fraudulently.
- h) Oneida Tribal TANF Program will require current immunizations for all children within the TANF household
- i) Oneida Tribal TANF Program may exempt parent(s) and/or needy caretakers that are 55 years of age or older, from the work participation requirement. (Native Americans, according to studies, experience a lower life expectancy rate than other races. For this reason, as well as the lack of employment opportunities for this age group, contribute to the adoption of this provision.)
- j) Oneida Tribal TANF Program may deny or discontinue benefits to individuals for conviction(s) of a felony drug-related crime should they refuse mandatory drug testing at any time during a TANF eligibility period.

