



West Virginia Department of Health and Human Resources

Supplemental Nutrition Assistance Program
Employment & Training (SNAP E&T)

Calculating Work Hours Covered Under The Fair Labor Standard Act (FLSA)

When Used: When a Customer is in Community Service, Job Skill, or any activity that requires the Customer to participate in a labor work environment as a part of his/her obligation you have to use the FLSA as follows:

- 1. Monthly Amount of SNAP Benefits Received 1. _____
2. Divided by \$8.75 (Minimum Wage) 2. _____
3. Then divide by 4.33 (Weeks in the Month) 3. _____

Line 3 equals the maximum number of weekly hours that they can be assigned and allowed to participate in that activity.

Note: They can be assigned to additional hours to complete the 20-hour-a-week requirement. Things they can do: Training; In-Kind services; and Volunteer work. They cannot exceed 120 hours in a month for both actives. Please put all requirements on the Personal Responsibility Plan (PRP). A SNAP sanction must not be imposed on a recipient who, after working/participating for the maximum allowable time in an assigned SNAP E&T component, declines to take part in separate activities.

Example calculation:

- 1. Monthly Amount of SNAP Benefits Received 1. \$162
2. Divided by \$8.75 (Minimum Wage) 2. 19
3. Then divide by 4.33 (Weeks in the Month) 3. 4