

## TANF Jobs Program Partnership at this Worksite

**Displacement Prevention Information For Employees** 

## About the TANF Jobs Program Partnership

This job site works with participants from the TANF (Temporary Assistance for Needy Families) Jobs Program. A TANF Jobs Program participant in an unpaid work activity cannot replace (cause the displacement of) current employees.

## What is Displacement

Displacement includes the assignment of a TANF Jobs Program participant to a position that:

- Results in the firing, layoff, or reassignment of a current employee;
- 2 Results in less work, wages, or benefits of an employee not including overtime;
- Fills the position of an employee on a layoff status;
- Creates a new position for a TANF Jobs Program participant who performs the same job functions as an employee on layoff or who is fired after the addition of a TANF Jobs Program participant; or
- 5 Interferes with promotional opportunities of an employee.

## How to Handle a Displacement Grievance



If you feel like your employer has violated your rights under the TANF Jobs Program agreement, you can file a formal complaint through the Arizona Department of Economic Security (DES) by completing a secure digital form at <u>bit.ly/TANFJobsGrievanceForm</u> within 20 days of the alleged displacement incident.



For more information about grievances and the TANF jobs program, visit <u>bit.ly/AZTANFjobs</u>.

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