

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:

- 1 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;
- 3 Fills the position of an employee on a layoff status;
- 4 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 bit.ly/TANFJobsGrievanceForm within 20 days of the alleged displacement incident.



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