

**Table W-2**  
**Approval and Implementation Dates of Work Exemptions Policy Changes, 1992 – 1998**

State	JOBS exemptions change		TANF Implementation		TANF Policy	
	Approved	Implemented	Official	Actual	Exempt while child Is under age:	Limited to 12 total months
Alabama			11-15-96		1 year	–
Alaska			7-1-97		1 year	x
Arizona		— <sup>1</sup>	10-1-96		1 year	x
Arkansas			7-1-97		3 months	x
California			11-26-96	1-1-98	6 months <sup>7</sup>	–
Colorado			7-1-97		county option	–
Connecticut	8-29-94	1-1-96	10-1-96		1 year <sup>8</sup>	–
Delaware	5-8-95	— <sup>2</sup>	3-10-97		13 weeks	–
Dist. of Columbia			3-1-97		1 year	x
Florida	6-26-96		10-1-96		3 months	–
Georgia			1-1-97		No exemption	–
Hawaii	6-24-94	2-1-97	7-1-97		6 months	–
Idaho	8-19-96		7-1-97		No exemption	–
Illinois	9-30-95		7-1-97		1 year	–
Indiana	12-15-94	5-1-95	10-1-96		1 year <sup>10</sup>	–
Iowa	8-13-93	10-1-93	1-1-97		No exemption	–
Kansas			10-1-96		1 year	–
Kentucky			10-18-96		1 year	x
Louisiana			1-1-97		1 year	x
Maine	6-10-96		11-1-96		1 year	x
Maryland	8-16-96	10-1-96	12-9-96		1 year	–
Massachusetts	8-4-95	11-1-95	9-30-96		6 months	–
Michigan	10-6-94	10-6-94	9-30-96		3 months	–
Minnesota			7-1-97		1 year	x
Mississippi			10-1-96	7-1-97	1 year	x
Missouri			12-1-96		1 year	–
Montana	4-18-95	— <sup>3</sup>	2-1-97		No exemption	–
Nebraska	2-27-95	— <sup>4</sup>	12-1-96		3 months	–
Nevada			12-3-96		1 year	x
New Hampshire	6-18-96		10-1-96		3 years	–
New Jersey	7-1-92	10-1-92	2-1-97	7-1-97	12 weeks	–
New Mexico			7-1-97		1 year	x
New York			12-2-96	11-1-97	1 year	x
North Carolina	2-5-96	7-1-96	1-1-97		1 year	–
North Dakota			7-1-97		3 months	x
Ohio			10-1-96		1 year	x
Oklahoma			10-1-96		1 year	x
Oregon	7-15-92	2-1-93	10-1-96		90 days	–
Pennsylvania			3-3-97		1 year	x
Rhode Island			5-1-97		1 year	–
South Carolina	5-3-96		10-12-96		1 year	–
South Dakota			12-1-96		12 weeks	–
Tennessee	7-25-96	9-1-96	10-1-96		4 months	–
Texas	3-22-96	6-1-96	11-5-96		4 years <sup>15</sup>	–
Utah	10-5-92	1-1-93 <sup>5</sup>	10-1-96		No exemption	–
Vermont	4-12-93	7-1-94	9-20-96		18 months	–
Virginia	7-1-95	— <sup>6</sup>	2-1-97		18 months <sup>16</sup>	–
Washington			1-10-97		1 year <sup>17</sup>	x
West Virginia			1-11-97		1 year	–
Wisconsin	8-14-95	1-1-96	9-30-96	9-1-97	12 weeks	–
Wyoming			1-1-97		3 months	x

Note: Implementation dates are arbitrarily stated as of the first of the month absent specific information to the contrary. The “actual” dates for TANF implementation are based on communications from Urban Institute staff.

Source: Health and Human Services, Assistant Secretary for Planning and Evaluation, *Setting the Baseline: A Report on State Welfare Waivers* and other unpublished documents.

**Table W-2.a**  
**Comparison Of AFDC and TANF Work Exemption Policies**  
**By Implementation Dates and Age of Youngest Child**

State	AFDC JOBS Exemptions Policy & Date				TANF Work Exemptions Policy & Date			
	Exempt while child Is under age:	No exemption	Under 6 months	Over 6 months	Exempt while child Is under age:	No exemption	Under 6 months	Over 6 months
Alabama					1 year			11-15-96
Alaska					1 year			7-1-97
Arizona					1 year			10-1-96
Arkansas					3 months		7-1-97	
California					6 months <sup>7</sup>		1-1-98	
Colorado					county option			
Connecticut	1 year			1-1-96	1 year <sup>8</sup>			10-1-96
Delaware	12 weeks				13 weeks		3-10-97	
Dist. of Columbia					1 year			3-1-97
Florida	6 months				3 months		10-1-96	
Georgia					No exemption	1-1-97		
Hawaii	6 months		2-1-97		6 months		7-1-97	
Idaho	12 weeks				No exemption	7-1-97		
Illinois					1 year			7-1-97
Indiana	2 years <sup>9</sup>				1 year <sup>10</sup>			10-1-96
Iowa	3 months		10-1-93		No exemption	1-1-97		
Kansas					1 year			10-1-96
Kentucky					1 year			10-18-96
Louisiana					1 year			1-1-97
Maine	2 year				1 year			11-1-96
Maryland	12 weeks		10-1-96		1 year			12-9-96
Massachusetts	6 years <sup>11</sup>				6 months		9-30-96	
Michigan	No exemption	10-6-94			3 months		9-30-96	
Minnesota					1 year			7-1-97
Mississippi					1 year			7-1-97
Missouri					1 year			12-1-96
Montana	1 year				No exemption	2-1-97		
Nebraska	12 weeks				3 months		7-1-97	
Nevada					1 year			12-3-96
New Hampshire	1 year <sup>12</sup>				3 years			
New Jersey	2 year			10-1-92	12 weeks		7-1-97	
New Mexico					1 year			7-1-97
New York					1 year			11-1-97
North Carolina	5 years <sup>13</sup>				1 year			1-1-97
North Dakota					3 months		7-1-97	
Ohio					1 year			10-1-96
Oklahoma					1 year			10-1-96
Oregon	3 months		2-1-93		90 days		10-1-96	
Pennsylvania					1 year			3-3-97
Rhode Island					1 year			5-1-97
South Carolina	1 year <sup>14</sup>				1 year			10-12-96
South Dakota					12 weeks		12-1-96	
Tennessee	16 weeks		9-1-96		4 months		10-1-96	
Texas	5 years <sup>15</sup>				4 years <sup>15</sup>			
Utah	No exemption	1-1-96			No exemption	10-1-96		
Vermont	16 weeks		7-1-94		18 months			9-20-96
Virginia	18 months				18 months <sup>16</sup>			10-1-97
Washington					1 year <sup>17</sup>			1-10-97
West Virginia					1 year			1-11-97
Wisconsin	1 year			1-1-96	12 weeks		9-1-97	
Wyoming					3 months		1-1-97	

Note: Table W-2a shows age of youngest child at which the parent is required to participate part time in a work-related activity. Source: Health and Human Services, Assistant Secretary for Planning and Evaluation, *Setting the Baseline: A Report on State Welfare Waivers* and other unpublished documents.

**Table W-2 and W-2.a (Endnotes)**  
**AFDC and TANF Work Exemption Policies**  
**By Implementation Dates and Age of Youngest Child**

---

1. Arizona begin to phase in its JOBS exemptions change beginning November 1995.
2. Delaware began implementation of its JOBS exemptions policy with a small number of cases in October 1995; these became universal in March 1997.
3. Montana's JOBS work exemptions policy for adults caring for a young child began in eight counties in February 1996 and was phased in statewide by February 1997.
4. Nebraska began to implement its "Welfare Reform Demonstration Project" in eight counties in October 1995 which included reduced JOBS exemptions.
5. Utah's JOBS work exemptions policy for adults caring for a young child began in seven counties in January 1993.
6. Virginia's JOBS exemptions change began in five counties in July 1995 and was expanded to the entire state by October 1997.
7. California counties may lengthen the exemption age to 12 months or shorten it to 12 weeks. For children born while after the family is receiving assistance, the parents are exempt while the youngest child is under 12 weeks old.
8. In Connecticut the exemption does not apply to children that are subject to the family cap.
9. Not coded for inclusion in the set of dummy variables. Indiana parents are exempt while the youngest child was under two years old for children not subject to the family cap. For children conceived while the family is on AFDC, exemptions will only be allowed for care of a child under 12 weeks.
10. Effective June 1998, Indiana parents are exempt while the youngest child was under six months old for children not subject to the family cap and effective December 1998, the age drops to 12 weeks. For children conceived while the family is on AFDC, exemptions will only be allowed for care of a child under 12 weeks.
11. Not coded for inclusion in the set of dummy variables. Massachusetts parents whose youngest child is between two years and six years old may become nonexempt if work activities become available. Parents are exempt while the youngest child is under 3 months for children not in the assistance unit.
12. In New Hampshire the age of child exemption may be reduced to 13 weeks in the case of a child conceived while the parent was receiving AFDC, with certain restrictions.
13. North Carolina not coded for inclusion in the set of dummy variables.
14. In South Carolina the exemption for child care is not provided if custodial parent is under age 25 and has not completed high school.
15. Not coded for inclusion in the set of dummy variables. In Texas the JOBS exemption based on the age of youngest child may be used only once for each family.
16. Virginia parents are exempt while the youngest child is under six weeks for children subject to the family cap.
17. Effective June 30, 1999, the exempt age in the state of Washington decreases from one year to three months.