

States That Are Implementing or Considering Work or Community Engagement Requirements for Some Adult Medicaid Enrollees as a Condition for Continued Medicaid Eligibility or Coverage, 2018

State	Status of Waiver	Work Requirements	Medicaid Populations Impacted/Exempted	Penalty for Failure to Meet Requirement
Alabama (non-expansion state)	Not yet filed with CMS. Proposed Section 1115 Demonstration Application, February 27, 2018.	35 hours per week of employment-related activities, except for parents and caretaker relatives with a child under age 6, who must participate in 20 hours of employment-related activities. Qualified activities: <ul style="list-style-type: none"> • Employment; • On-the-job training; • Job search and job readiness activities; • Attendance in high school, GED certification classes, an institution of higher education, vocational or other job training program or on-the-job training; • Volunteer work activities or community service; and • Technical training. <p>Note: Individuals who become ineligible for Medicaid as a result of an increase in income will receive one six-month period of transitional Medicaid.</p>	Applies to able-bodied parent or caretaker relative eligibility group. Exempted populations: <ul style="list-style-type: none"> • Anyone who has a disability, is medically frail, or has a medical condition that would prevent them from complying with the work requirement, including anyone receiving Social Security Disability Insurance (SSDI) or Supplemental Security Income (SSI); • Anyone who is pregnant or receiving post-partum care; • Anyone age 60 or older; • Anyone required to care for a disabled child or adult; • Anyone participating in an intensive, authorized medical treatment program for alcohol or substance abuse or addiction; • Anyone enrolled in and compliant with the TANF Job Opportunities and Basic Skills (JOBS) program; • Anyone who has been determined exempt or deferred from TANF JOBS program participation, including a single custodial parent of a child age 12 months or younger, or a single custodial parent caring for a child under the age of 6 for whom appropriate childcare is not available; and • Anyone who failed to meet the employment requirements for “good cause.” 	Upon implementation individuals will be given 90 days to become compliant or provide proof they qualify for an exemption. After 90 days, if non-compliant and non-exempt, individuals will be terminated from the program. If a recipient becomes noncompliant after being in the program, they will have 30 days to become compliant, unless they have an exemption that occurred in the month in which they failed to meet work participation requirements. Only one person in the household shall be exempted for any of the reasons related to being the parent or caretaker of a child or disabled individual, unless there are valid extenuating circumstances giving rise to a “good cause” exemption.
Alaska (expansion state)	No waiver application filed. Bill introduced: Senate Bill 193 B4	Minimum of 20 hours of work activities each week. Activities: <ul style="list-style-type: none"> • Employment; • Actively seeking employment; • Participating in an educational or training program intended to lead to employment; • Volunteering; • Engaging in subsistence activities; • Caregiving; and • Participation in and compliance with the Temporary Assistance for Needy Families (TANF) program. 	Applies to adults eligible for medical assistance, age 18–64. Exempted populations: <ul style="list-style-type: none"> • Individuals under age 18 and age 65 and over; • Parents or caretakers of a dependent child under age 1 and who are providing home care for the child; • Parents or caretakers of a child experiencing a disability and who are providing home care for the child; • Caretakers of a relative who is experiencing a disability and requires 24-hour care; • Parents or caretakers of a child under age 6 and who demonstrate that appropriate child care is not available; • Individuals unable to work for medical reasons; • Pregnant women; • Individuals currently receiving unemployment insurance benefits; and • Individuals participating in a tribal work program. <p>Temporary exemption available if individual is experiencing a family hardship outside of their control, such as a death in the family or an immediate crisis, for the duration of the hardship; or a victim of domestic violence.</p>	Medical assistance coverage will be terminated for recipients who become ineligible as a result of noncompliance with the work requirements.

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Arizona (expansion state)	Pending. Section 1115 Waiver Amendment Request - Arizona Health Care Cost Containment System (AHCCCS), December 19, 2017.	Activities or combination of activities for at least for 20 hours per week Activities: <ul style="list-style-type: none"> • Employment; • Attending school; and • Attending an Employment Support and Development (ESD) program, defined to include English as a Second Language courses; parenting classes; disease management education; and courses on health insurance competency, and healthy living classes. <p>Individuals who engage in job search activities similar to those required to receive unemployment benefits deemed as meeting the AHCCCS Work Requirements. This requires individuals to engage in a “systematic and sustained effort to obtain work during at least four different days of the week” and make at least one job contact on each of those days.</p> <p>For individuals transitioning from the justice system, living in an area of high unemployment, or who otherwise face a significant barrier to employment, community service hours may count toward the required 20 hours per week.</p>	Applies to able-bodied adults age 19–54, with incomes between 0 and 138 percent FPL who do not qualify for Medicaid in any other eligibility category. Exempted Populations: <ul style="list-style-type: none"> • Individuals who are age 55 years or older; • American Indians; • Women up to the end of the month in which the 90th day of post-pregnancy occurs; • Former Arizona foster youths up to age 26; • Individuals determined to have a serious mental illness (SMI); • Individuals currently receiving temporary or permanent long-term disability benefits from a private insurer or from the government; • Individuals who are determined to be medically frail; • Full-time high school students who are older than age 18; • Full-time college or graduate students; • Victims of domestic violence; • Individuals who are homeless; • Individuals who have recently been directly impacted by a catastrophic event such as a natural disaster or the death of a family member living in the same household; • Parents, caretaker relatives, and foster parents; and • Caregivers of a family member who is enrolled in the Arizona Long Term Care System. 	After 6-month grace period failure to comply will result in a termination of enrollment.
Arkansas (expansion state)	Approved on March 5, 2018. CMS approval of state's amendment to Section 1115 demonstration project, March 5, 2018	Must complete at least 80 hours per calendar month of one, or any combination, of the qualifying activities. Qualifying activities: <ul style="list-style-type: none"> • Employment or self-employment, or having an income that is consistent with being employed or self-employed at least 80 hours per month; • Enrollment in an educational program, including high school, higher education, or GED classes; • Participation in on-the-job training; • Participation in vocational training; • Community Service; • Participation in independent job search (up to 40 hours per month); • Participation in job search training (up to 40 hours per month); • Participation in a class on health insurance, using the health system, or healthy living (up to 20 hours per year); • Participation in activities or programs available through the Arkansas Department of Workforce Services; and • Participation in and compliance with Supplemental Nutrition Assistance Program (SNAP)/Transitional Employment Assistance (TEA) employment initiative programs. 	Applies to able-bodied Arkansas Works adult beneficiaries, age 19–49. Exempted populations: <ul style="list-style-type: none"> • Beneficiaries identified as medically frail (under 42 CFR 440.315(f) and as defined in the alternative benefit plan in the state plan); • Beneficiaries who are pregnant or up to 60 days post-partum; • Full-time students; • Beneficiaries exempt from Supplemental Nutrition Assistance Program (SNAP) community engagement requirements; • Beneficiaries exempt from Transitional Employment Assistance (TEA) Cash Assistance community engagement requirements; • Beneficiaries receiving TEA Cash Assistance; • Beneficiaries who are incapacitated in the short-term, are medically certified as physically or mentally unfit for employment, or have an acute medical condition validated by a medical professional that would prevent them from complying with the requirements; • Beneficiaries caring for an incapacitated person; • Beneficiaries living in a home with their minor dependent child age 17 or younger; • Beneficiaries receiving unemployment benefits; and • Beneficiaries currently participating in a treatment program for alcoholism or drug addiction. 	Beneficiaries who do not comply will lose eligibility for Arkansas Works. Disenrollment is effective the first day of the month after proper notice is provided during the third month of noncompliance. Noncompliance for any three months (consecutive or non-consecutive) results in termination of eligibility until the next plan year (exempting a catastrophic event).

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Connecticut (expansion state)	No waiver application submitted. Bill introduced: Senate Bill 270	Work or community service of not less than 20 hours per week.	Applies to able-bodied adult recipients, age 18–64. Exempted populations: <ul style="list-style-type: none"> • Recipients under age 18 and over age 64; • Persons with disabilities, as defined in statutes; • Pregnant women; • Sole caretakers of a dependent child or person with disabilities; and • Full time students in either a secondary school or a postsecondary school. 	Suspension of Medicaid benefits to any nonexempt, able-bodied adult who does not provide verification of meeting the work and community service requirements for two consecutive months. Bill provided for an extension of not more than nine months of benefits to noncompliant recipients who (a) live in a community where the unemployment rate is not less than 20 percent above the national average, and (b) demonstrate an inability to find, or to afford, transportation to work or community service in the community or a surrounding community.
Indiana (expansion state)	Approved on Feb. 1, 2018. (CMS approval of demonstration amending Healthy Indiana Plan (HIP), February 1, 2018)	Starting with implementation date, community engagement requirements will gradually increase from five hours per week up to a maximum of 20 hours per week over 18 months. Beneficiaries must meet the community engagement requirement for eight months per calendar year. Qualifying activities: <ul style="list-style-type: none"> • Employment (subsidized or unsubsidized); • Participation in managed care organization (MCO) employment initiatives; • Job skills training; • Job search activities; • Education related to employment; • General education (e.g., high school, GED, community college, college or graduate education, etc.); • Accredited English as a Second Language education; • Vocational education/training; • Community work experience; • Participation in Gateway to Work; • Community service/public service; • Caregiving services for a non-dependent relative or other person with a chronic, disabling health condition, including individuals receiving Family and Medical Leave Act (FMLA) to provide caregiving; • Accredited homeschooling; • Meeting the requirements of the Supplemental Nutrition Assistance Program (SNAP) employment initiative, or being exempt from those requirements; • Volunteer work (e.g., classroom volunteer, faith-based internship work or mission trips sponsored by a recognized religious institution, etc.); and • Members of the Pokagon Band of Potawatomi participating in the tribe's comprehensive Pathways program, or any other beneficiary participating in a workforce participation program that promotes full employment and meets the goals of Indiana's community engagement initiative. 	Applies to all adult HIP participants age 19–59 not otherwise subject to an exemption. Exempted populations: <ul style="list-style-type: none"> • Students (full-time and part-time); • Pregnant women; • Beneficiaries who are primary caregivers of a dependent child below the compulsory education age or a disabled dependent, including kinship caregivers of abused or neglected children; • Beneficiaries identified as medically frail (e.g., serious and complex medical conditions, chronic substance use disorder (SUD), or disability determination); • Beneficiaries with temporary illness or incapacity (includes individuals on Family and Medical Leave Act [FMLA]) documented by a third party; • Beneficiaries in active SUD treatment; • Beneficiaries over the age of 59; • Beneficiaries who are homeless; • Beneficiaries incarcerated within the last six months; • Beneficiaries eligible for a Medicaid category under the state plan not listed in "Eligibility Groups Affected by the Demonstration," and individuals eligible for Medicare at the time of enrollment; • Beneficiaries meeting the requirements of the Temporary Assistance for Needy Families (TANF) employment initiatives, or who are exempt from meeting those requirements; • Beneficiaries enrolled in the state's Medicaid employer premium assistance program; and • Persons determined eligible for a good cause exemption. 	Beneficiaries failing to meet the requirements for the required number of months during the prior 12-month calendar year will be suspended beginning on the first day of the new calendar year.

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Iowa (expansion state)	No waiver application filed. Bills introduced: Senate File 2158; Senate Study Bill 3193; House Study Bill 666	SF 2158: Work, actively seek work, or attend school or job training for at least 20 hours per week SSB 3193/HSB 666: <ul style="list-style-type: none"> • Work 20 hours or more per week, averaged on a monthly basis; • Participate in and comply with requirements of a work program for 20 hours or more per week; • Volunteer 20 hours or more per week; and • Meet a combination of work and work program participation requirements for a total of 20 hours per week. 	SF 2158: Applies to able-bodied adults. SSB 3193 & HSB 666: Applies to Medicaid recipients age 19–64, unless exempt. Exempted populations: <ul style="list-style-type: none"> • Individuals under age 19 and over age 64; • Individuals medically certified as physically or mentally unfit for employment; • Pregnant women; • Parents or caretakers responsible for the care of a dependent child under age 1; • Parents or caretakers personally responsible for the care of a dependent child with a serious medical condition or disability; • Individuals receiving unemployment compensation and complying with work requirements of federal or state unemployment compensation system; and • Individuals participating in drug or alcohol treatment and rehabilitation programs. 	SF 2158: Applicants or recipients must meet requirement to be eligible for Medicaid coverage. SSB 3193 & HSB 666: Required condition of eligibility for Medicaid coverage.
Kansas (non-expansion state)	Pending. KanCare 2.0 Demonstration Waiver Renewal submitted Dec. 26, 2017.	Minimum weekly requirements are 20 or 30 hours in one-adult households. Minimum weekly requirements are 35 or 55 hours in two-adult households. For any given individual, the maximum requirement is 40 hours per week per individual. Activities: <ul style="list-style-type: none"> • Unsubsidized employment; • Subsidized public employment; • Subsidized private employment; • Work experience; • On-the-job training; • Supervised community service; • Vocational education; • Job search/job readiness; • Job readiness case management; • Job skills training directly related to employment; • Education related to employment; and • Secondary school attendance. 	Applies to able-bodied adults, age 19–65. Exempted populations: <ul style="list-style-type: none"> • Members receiving long-term care, including institutional care and Money Follows the Person; • Members enrolled in or on the waiting list for the following Home- and Community-Based Services (HCBS) waiver programs: Autism, Serious Emotional Disturbance (SED), Technology Assisted (TA), Frail Elderly (FE), Traumatic Brain Injury (TBI), Intellectual and Developmental Disabilities (I/DD), and Physical Disability (PD); • Women who are pregnant; • Members who have disabilities and are receiving Supplemental Security Income (SSI); • Caretakers for dependent children under age 6 or those caring for a household member who has a disability; • Medicaid beneficiaries who have an eligibility period that is only retroactive; • Members enrolled in the MediKan program; • Members presumptively eligible for Medicaid; • Persons whose only coverage is under a Medicare Savings Program; • Persons enrolled in Programs of All-inclusive Care for the Elderly (PACE); • Members with tuberculosis, human immunodeficiency virus (HIV), or in the Breast and Cervical Cancer Program; • Members who are over age 65; and • Certain caretakers of KanCare members age 65 and older who meet criteria specified by the state. 	Members who fail to comply with the work requirements will be removed from KanCare until compliance is achieved. The disqualification period would continue until the member complies with all work requirements.

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Kentucky (expansion state)	Approved on Jan. 12, 2018. CMS approval of Section 1115 demonstration project entitled "Kentucky Helping to Engage and Achieve Long Term Health" January 12, 2018. A federal court voided CMS approval of Kentucky's work requirements program, June 29, 2018.	80 hours of community engagement activities per calendar month. Qualifying activities: <ul style="list-style-type: none"> • Job skills training; • Job search activities; • Education related to employment; • General education (e.g., GED, college or graduate education, English as a Second Language, etc.); • Vocational education and training; • Self-employment; • Subsidized or unsubsidized employment; • Community work experience; • Community service/ public service; • Caregiving services for a non-dependent relative or other person with a chronic, disabling health condition; • Participation in substance use disorder treatment; • Meeting requirements of Supplemental Nutrition Assistance Program (SNAP) and/or Temporary Assistance for Needy Families (TANF) employment initiatives or being exempt from those requirements; • Enrollment in state's Medicaid employer premium assistance program; and • Employed at least 120 hours per calendar month. 	Adult beneficiaries in the Kentucky HEALTH program Exempted populations: <ul style="list-style-type: none"> • Individuals medically certified as physically or mentally unfit for employment; • Former foster care youth; • Pregnant women; • Primary caregivers of a dependent, including either a dependent minor child or an adult who is disabled; • Beneficiaries identified as medically frail; • Beneficiaries diagnosed with an acute medical condition that would prevent them from complying with the requirements; • Full time students; and • Beneficiaries under age 19 or over age 64. 	Eligibility will be suspended for beneficiaries who fail to meet required community engagement hours for a month and will remain suspended until the first day of the month after the beneficiary completes 80 hours of community engagement in a 30-day period or completes a state-approved re-enrollment health literacy or financial literacy course.
Louisiana (expansion state)	No waiver application filed. Bills introduced: House Bill 46, House Bill 3	HB 46: Working, participating in or complying with requirements of a work program, or volunteering for 20 hours or more per week, or meeting any combination of working and participating in a work program for 20 hours per week, or participating and complying with requirements of a workfare program. HB 3: Secretary shall establish minimum participation standards for work and community engagement, in terms of average number of hours per week or per month. Work and community engagement activities: <ul style="list-style-type: none"> • Full-time or part-time employment; • Career planning, job training, or referral and job support services; • Volunteer work; • Community service; and • Education. 	HB 46: Able-bodied adult Medicaid enrollees without dependents. Exempted populations: <ul style="list-style-type: none"> • Medically certified as physically or mentally unfit for employment; • Pregnant individuals; • Parents or caretakers responsible for the care of a dependent child under age 1; • Parents or caretakers providing care for a dependent child with a disability or a serious medical condition; • Individuals receiving unemployment compensation and complying with work requirements of Louisiana Employment Security Law; and • Individuals participating in drug addiction or alcoholic treatment and rehabilitation programs. HB 3: Working age, non-pregnant adults who qualify for Medicaid on a basis other than a disability. Exempted populations: <ul style="list-style-type: none"> • Individuals who are primary caregivers of a dependent; • Parents or caretakers of a dependent child who is under the age of public school eligibility; • Individuals with health-related barriers to employment; and • Other persons or populations with extenuating circumstances as determined by the secretary. 	HB 46: No eligibility for Medicaid benefits unless one or more of the requirements are met. HB 3: No penalty provided for in the bill.

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<p>Maine (Maine voters approved a Medicaid expansion ballot initiative in November 2017 but as of July 3, 2018, Gov. Paul LePage has refused to move forward with expansion.)</p>	<p>Pending. Section 1115 Demonstration Proposal submitted Aug. 1, 2017</p>	<p>At least 20 hours per week, averaged monthly.</p> <p>Activities include:</p> <ul style="list-style-type: none"> • Working in paid employment or, if self-employed, member must receive weekly earnings at least equal to state or federal minimum wage, whichever is higher, multiplied by 20 hours; • Participating in and complying with the requirements of a department-approved work program; • Workfare or volunteer community service 24 hours/month; • Individual or group job search and job readiness assistance; • Enrollment as a student at least half time (20 hours per week threshold), as evidenced by documentation from the academic institution. Goal of education must be to gain employment; • Completing a combination of employment and education (20 hours per week threshold); • Receiving unemployment benefits; and • Complying with work requirements for Supplemental Nutrition Assistance Program (SNAP) or Temporary Assistance for Needy Families (TANF). 	<p>Applies to able-bodied adults, age 19–64.</p> <p>Exempted populations:</p> <ul style="list-style-type: none"> • Individuals residing in an institutional residential facility (defined as a nursing facility, adult family care home, Intermediate Care Facility for the Intellectually Disabled, Private Nonmedical Institution, or Home and Community-Based Services waiver home); • Individuals residing in a residential substance abuse treatment and rehabilitation program; • Individuals caring for a dependent child under age 6; • Individuals providing caregiver services for an incapacitated adult; • Pregnant women; • Individuals physically or mentally unable to work 20 or more hours per week. If not evident, medical certification is required; and • Individuals receiving temporary or permanent disability benefits issued by governmental or private resources. 	<p>Members who fail to comply with the community engagement and work requirements and who have exhausted their three-month allowance will be removed from MaineCare until compliance is achieved.</p>

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Michigan (expansion state)	No waiver application filed. Bills introduced: Senate Bill 897	29 hours average a week per month of qualifying activities or a combination of qualifying activities. Qualifying activities: <ul style="list-style-type: none"> • Employment or self-employment, or having income consistent with being employed or self-employed; • Education directly related to employment including, but not limited to, high school equivalency test preparation program and postsecondary education; • Job training directly related to employment; • Unpaid workforce engagement directly related to employment including, but not limited to, an internship; • Tribal employment programs; and • Participation in substance use disorder treatment. 	Applies to able-bodied adults age 19–64. Exempted populations: <ul style="list-style-type: none"> • Recipients who are caretakers of a family member who is under the age of 6; • Recipients currently receiving temporary or permanent long-term disability benefits from a private insurer or from the government; • Full-time students, who are emancipated or whose parents qualify for Medicaid, and who are carrying 12 hours or more per semester or term. This includes students in a postsecondary institution; • Recipients who are pregnant; • Recipients who are caretakers of a dependent with a disability, which dependent needs full-time care based on a licensed medical professional's order; • Recipients who are caretakers of an incapacitated individual even if the incapacitated individual is not a dependent; • Recipients who have proven they have met the good cause temporary exemption; • Recipients designated as medically frail; • Recipients who have a medical condition that results in a work limitation according to a licensed medical professional's order; • Recipients who have been incarcerated within the last six months; • Recipients receiving unemployment benefits from the state; and • Recipients under age 21 who had previously been in a foster care placement in the state. Individuals who reside in a county with an unemployment rate of 8.5 percent or greater are able to meet the workforce engagement requirement by actively seeking employment according to the Michigan Employment Security Act. If the county's unemployment rate subsequently drops to 5 percent, recipients must again meet the workforce engagement requirements.	Recipients who fail to meet the workforce engagement requirements will be given one warning that they must become compliant with the requirements no later than 30 days after the warning is issued. Recipients who do not become compliant are prohibited from receiving medical assistance for one year.

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Minnesota (expansion state)	No waiver application submitted. Introduced bills: House File 3722, Senate File 3611	Any one, or a combination of, work and/or community engagement activities of at least 80 hours per month. Activities: <ul style="list-style-type: none"> • Employed, engaged in community or public service, or a combination of these activities; • Actively seeking employment; engaged in career planning, job training, referral, job support services; or a combination of these activities; and • Participation in a workfare program if assigned by a state agency. Qualified individuals must accept any bona fide offer of suitable employment.	Applies to adults age 19–59 who are: <ul style="list-style-type: none"> • Parents and caretakers eligible under Minnesota Statutes; • Adults without children eligible under Minnesota Statutes; and • Children age 19 and 20, eligible under Minnesota Statutes. Exempted populations: <ul style="list-style-type: none"> • Pregnant women; • Individuals age 18 or younger or age 60 or older; • Individuals working a minimum of 30 hours per week or earning weekly wages at least equal to the federal minimum wage multiplied by 30 hours; • Students enrolled at least half time in any recognized school, training program or institution of higher education; • Sole or primary caregivers of a family member who is younger than age 18 years or a family member who is incapacitated; • Individuals receiving temporary or permanent disability benefits from a private insurer or under a state or federal program; • Individuals who are medically frail; • Individuals who are physically or mentally unfit for employment, as determined by a health care professional from criteria set by the commissioner of human services; • Individuals subject to and complying with the work requirements of the Minnesota Family Investment Program or the Supplemental Nutrition Assistance Program (SNAP); and • Individuals receiving treatment for a substance use disorder in a residential or inpatient setting, or receiving treatment for a substance use disorder for at least ten hours per week in an outpatient setting. 	Medical assistance benefits will be suspended for qualified individuals who do not satisfy the work and community engagement requirements.

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Mississippi (non-expansion state)	Pending. Medicaid Workforce Training Initiative, 1115 Revised Waiver Demonstration Application, May 29, 2018.	20 hours per week of employment or self-employment, or other acceptable activities. Acceptable activities: <ul style="list-style-type: none"> • Working in paid employment at least 20 hours per week; • Self-employment for at least 20 hours per week; • Participation with Mississippi Department of Employment Security/State Workforce Investment Board; • Volunteering with approved agencies; • Participation in an alcohol or other drug abuse (AODA) treatment program; and • Compliance with Supplemental Nutrition Assistance Program (SNAP) and Temporary Assistance for Needy Families (TANF) work requirements. 	New Medicaid applicants, age 19-65, beginning January 1, 2019, and those beneficiaries whose annual renewals become due on January 1, 2020 and after, who are included in the low-income parents and other caretaker relatives category and individuals eligible for transitional medical assistance. Exempted populations: <ul style="list-style-type: none"> • Pregnant women; • Beneficiaries under age 19; • Beneficiaries determined disabled by Social Security; • Individuals enrolled in 1915(c) waivers; • Individuals over age 65; • Individuals residing in an institution; • Individuals diagnosed with a mental illness; • Beneficiaries who are primary caregivers for a child under age 6, a person diagnosed with a mental illness or a disabled family member; • Beneficiaries physically or mentally unable to work; • Beneficiaries receiving or having applied for unemployment insurance; • Beneficiaries taking part in an alcohol and other drug abuse (AODA) treatment program; • Beneficiaries enrolled in an institution of higher learning at least half-time; • Beneficiaries who are high school students age 19 or older, attending high school at least half-time; and • Beneficiaries receiving treatment for cancer. 	Participants who chose not to participate in the workforce training or community engagement activities and do not qualify for another category of eligibility will lose coverage.

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Missouri (non-expansion state)	No waiver application submitted. Introduced bills: House Bill 1856, Senate Bill 948	At least 80 hours of work and community engagement requirements activities each month. Work/community engagement activities: <ul style="list-style-type: none"> • Unsubsidized or subsidized private or public sector employment; • Education, including vocational educational training, job skills training directly related to employment, education directly related to employment for individuals who have not received a high school diploma or certificate of high school equivalency, or satisfactory attendance at a secondary school; • Community service; • Job search and job readiness assistance; • Provision of child care services to an individual who is participating in a community service program; • Satisfaction of work requirements for participants of Temporary Assistance for Needy Families (TANF) or Supplemental Nutrition Assistance Program (SNAP); and • Any combination thereof. 	Missouri HealthNet participants age 19–64. Exempted populations: <ul style="list-style-type: none"> • Individuals under age 19 or over age 64; • Individuals who are medically frail, including those with disabling mental disorders, chronic substance abuse disorders, serious and complex medical conditions, physical, intellectual, or developmental disabilities that significantly impair their ability to perform one or more activities of daily living, or with a disability determination based on criteria under the Social Security Act, including a current determination by the Department of Social Services that they are permanently or totally disabled; • Pregnant women; • Caretakers for child under age 1; • Primary caregivers of a dependent child or adult; and • Participants of Temporary Assistance for Needy Families (TANF) or Supplemental Nutrition Assistance Program (SNAP) who are exempt from the work requirements for those programs. <p>The Department of Social Services may permit further exemptions from the requirements in areas of high unemployment, limited economic or educational opportunities, lack of public transportation, or for good cause as defined in the bill.</p>	Participants must comply with work and community engagement requirements in order to remain eligible for benefits.

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New Hampshire (expansion state)	Approved on May 7, 2018. CMS approval of New Hampshire's amendment to Section 1115 demonstration project entitled "New Hampshire Health Protection Program Premium Assistance" dated May 7, 2018.	Participation for at least 100 hours per calendar month in one or more community engagement activities. Activities include: <ul style="list-style-type: none"> • Unsubsidized employment; • Subsidized private or public sector employment; • Subsidized or unsubsidized employment at a nonprofit organization; • On-the-job training; • Job skills training related to employment; • Enrollment at an accredited community college, college or university that is counted on a credit hour basis; • Job search and readiness assistance, including but not limited to job training or job search activities that are required in order to receive unemployment benefits; and other job training related services, such as job training workshops and time spent with employment counselors, offered by the Department of Employment Security; • Vocational educational training not to exceed 12 months with respect to any individual; • Education directly related to employment, in the case of a recipient who has not received a high school diploma or certificate of high school equivalency; • Attendance at a 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; • Participation in substance use disorder treatment; • Community service and public service; • Caregiving services for a non-dependent relative or other person with a disabling health, mental health, or developmental condition; and • Participation in and compliance with Supplemental Nutrition Assistance Program (SNAP) and/or Temporary Assistance for Needy Families (TANF) employment requirements. 	Applies to New Hampshire Health Protection Program Premium Assistance Program beneficiaries. Exempted populations: <ul style="list-style-type: none"> • Beneficiaries who are temporarily unable to participate due to illness or incapacity as documented by a licensed provider; • Beneficiaries participating in a state-certified drug court program; • Parents or caretakers where care of a dependent is considered necessary by a licensed provider; • Custodial parents or caretakers of a dependent child under age 6; • Parents or caretakers of a dependent child of any age with a disability; • Beneficiaries who are pregnant or 60 days or less post-partum; • Beneficiaries identified as medically frail; • Beneficiaries with a disability as defined by the Affordable Care Act (ACA), Section 504, or Section 1557, who are unable to comply with the requirements due to disability-related reasons; • Beneficiaries residing with an immediate family member who has a disability who are unable to meet the requirement for reasons related to the disability of that family member; • Beneficiaries who experience a hospitalization or serious illness; • Beneficiaries residing with an immediate family member who experiences a hospitalization or serious illness; • Beneficiaries who are exempt from Supplemental Nutrition Assistance Program (SNAP) or Temporary Assistance for Needy Families (TANF) employment requirements; and • Beneficiaries who are enrolled in New Hampshire's voluntary Health Insurance Premium Program. 	Eligibility will be suspended for beneficiaries who fail to meet required community engagement hours.

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North Carolina (non-expansion state)	Pending. Amended Section 1115 Demonstration Waiver Application, November 20, 2017; House Bill 662 (would expand Medicaid and impose work requirements)	"Carolina Cares enrollees required to be employed or engaged in activities to promote employment."	Residents who meet all the following criteria for coverage by the Carolina Cares program: <ul style="list-style-type: none"> • Not eligible for Medicaid under currently established North Carolina Medicaid program eligibility criteria; • Have modified adjusted gross income (MAGI) that does not exceed 133 percent of the federal poverty level; • Not entitled to or enrolled in Medicare Part A or Medicare Part B benefits; and • Adults no younger than age 19 and no older than age 64. Exempted populations: <ul style="list-style-type: none"> • Individuals caring for a dependent minor child, an adult disabled child, or a disabled parent; • Individuals in active treatment of substance use disorder; and • Individuals who are medically frail. 	Carolina Cares enrollees required to meet work requirements as condition of eligibility.
Ohio (expansion state)	Pending. Group VIII Work Requirement and Community Engagement Section 1115 Demonstration Proposal submitted April 30, 2018.	Work or participate in a community engagement activity (or combination of the two) for a minimum of 20 hours per week (80 hours averaged monthly). "Work" includes working in exchange for (alone or in combination): money; goods or services (in-kind work); or verified unpaid work. "Unpaid work" includes any activity in which the individual exerts strength or faculties to do or perform something for which no compensation is received and that benefits the community or a member of the community that does not reside with the individual Community engagement activities: <ul style="list-style-type: none"> • Supplemental Nutrition Assistance Program (SNAP) education and training activities; • Job search/job readiness programs (for no more than 30 days); and • Work Experience Program. 	Applies to adult Medicaid expansion population (Group VIII). Exempted populations: <ul style="list-style-type: none"> • Individuals 50 years of age or older; • Individuals who are physically or mentally unfit for employment; • Individuals caring for a disabled/incapacitated household member; • Pregnant women; • Parents/caretakers/individuals residing in same house with minor child; • Individuals who have applied for or are receiving unemployment compensation; • Individuals in school at least half-time; • Individuals participating in drug or alcohol treatment; • Assistance group members subject to and complying with any work requirements under the Ohio Works First program; • Applicants for or recipients of Supplemental Security Income (SSI); • Participants in the Specialized Recovery Services Program; and • Eligible incarcerated individuals. Ohio also will align the work and community engagement requirement with the Supplemental Nutrition Assistance Program (SNAP) policies that provide a waiver of the Able-Bodied Adults Without Dependents (ABAWD) time limit to certain counties (i) whose 24-month average unemployment rate was greater than 120 percent of the national unemployment rate during the same 24-month period based on unemployment data from the U.S. Bureau of Labor Statistics, or (ii) which do not have a sufficient number of jobs to provide employment for individuals.	Non-exempt Group VIII individuals who fail to meet the work and community engagement requirement will have their Medicaid coverage terminated.

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Oklahoma (non-expansion state)	No waiver application submitted. House Bill 2932 signed by Governor Mary Fallin on May 7, 2018	Shall include criteria for work or job activities as required for the Supplemental Nutrition Assistance Program (SNAP). SoonerCare eligibility criteria work requirements shall be the same as the eligibility criteria work requirements for SNAP.	Recipients of SoonerCare coverage. Exemptions to the eligibility criteria in the bill shall be the same as the exemption criteria for Supplemental Nutrition Assistance Program (SNAP) or Medicaid populations excluded pursuant to federal Medicaid laws and guidelines. The state may adopt additional exemptions subject to agency rule-making and federal approval. Gov. Fallin proposed that requirement exempt: <ul style="list-style-type: none"> • Individuals younger than age 19 and older than age 64; • Individuals caring for a child younger than age 6 or children older than age 6 with serious medical condition or disability; • Adults complying with unemployment insurance requirements; • Individuals medically certified as physically or mentally unfit for work; and • Individuals in a drug or alcohol rehabilitation program. 	SoonerCare coverage is conditional upon documentation of certain education, skills, training, work or job activities.
Pennsylvania (expansion state)	No waiver application submitted. Introduced bill: House Bill 2138	In the case of a medical assistance enrollee who is employed or attending job training programs, the enrollee shall work 20 hours a week or complete 12 job training program-related activities a month.	Applies to able-bodied medical assistance enrollees age 19-64 Exempted populations: <ul style="list-style-type: none"> • Enrollees attending high school as a full-time student; • Enrollees currently receiving temporary or permanent long-term disability benefits; • Enrollees age 18 or younger or age 65 or older; • Pregnant women; • Enrollees receiving Supplemental Security Income benefits; • Enrollees residing in a mental health institution or correctional institution; • Enrollees experiencing a crisis, serious medical condition or temporary condition which prohibits them from actively seeking employment, including, but not limited to domestic violence or a substance use disorder; • Primary caregivers to a dependents age 6 or younger; and • Primary caregivers to an individual who is permanently disabled or in hospice care. 	Enrollees who fail to comply with the work requirement shall lose medical assistance program eligibility for three months in year two of enrollment, six months in year three of enrollment, and nine months in year four of enrollment.

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South Carolina (non-expansion state)	No waiver application submitted. Announcement of Gov. Henry McMaster on January 11, 2018; brief description of work requirements plan prepared by South Carolina Department of Health and Human Services in <i>Statehouse Report</i> dated June 1, 2018; and the <i>Post and Courier</i> article dated June 24, 2018.	At least 80 hours per month. Activities include: • Work; • Enrollment in a qualified education program, including technical school; • Actively seeking work; and • Participating in qualified community engagement activities, including volunteering.	Able-bodied working age beneficiaries who are not pregnant or disabled. Exempted populations: • Caregivers of children or disabled adults.	Loss of eligibility for benefits.

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South Dakota (non-expansion state)	Waiver application not submitted. Draft "Career Connector" Section 1115 Demonstration Proposal, posted May 23, 2018.	Work at least 80 hours per month or achieve monthly milestones in individualized plan. Newly enrolled recipients will be provided a three-month period from their initial application month before they are required to begin achieving monthly milestones in their individualized plan. Individualized employment and training plan activities: <ul style="list-style-type: none"> • English as a Second Language; • Health insurance literacy courses; • Financial literacy courses; • Disease management courses; • Other healthy living courses; • Treatment for chronic or behavioral health conditions; • High school equivalency education; • Post-secondary education and training; • Volunteer work; • Resume writing and soft skills training; and • Job search. South Dakota will continue to work with individuals once they have met the requirements of the program until the individual: <ul style="list-style-type: none"> • Works 120 hours or more a month; • Has an income of at least 150 percent of the Federal Poverty Level; • Loses Medicaid eligibility and chooses to no longer pursue the objectives of their individualized plan; and • Participants will be eligible for Transitional Medical Benefits (TMB) if their income exceeds the income limit. 	Adult recipients age 19–59 enrolled in parent and other caretaker relatives eligibility group and who reside in Minnehaha or Pennington Counties. Exempted populations: <ul style="list-style-type: none"> • Individuals who work 80 hours or more a month; • Individuals age 18 or younger or age 60 or older; • Full-time students; • Pregnant women; • Individuals whose eligibility has been determined on the basis of disability or who have been determined disabled by the Social Security Administration; • Medically frail individuals (e.g., individuals unable to work due to cancer or other serious or terminal illness); • Individuals already participating in a workforce participation program that meets the objectives of the Career Connector program (e.g., Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF) or unemployment insurance); • Parents of dependent children under age 1 living in the parent’s residence; and • Primary caregivers of elderly or disabled individuals living in the caretaker’s residence. 	In the third month of noncompliance (and upon additional instances of non-compliance) participants will be sent a 10-day timely notice of closure of their Medicaid eligibility. Closure of participant's Medicaid eligibility will not affect the eligibility of a child, spouse or other household member not required to participate in work requirements.
Tennessee (non-expansion state)	No waiver application submitted. House Bill 1551 signed by Gov. Bill Haslam on May 3, 2018.	Imposes "reasonable" work requirements.	Applies to able-bodied working age adults without dependent children under age 6.	Bill provides no detail.

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Utah (non-expansion state, but measure to expand Medicaid will appear on the ballot in November 2018)	Pending. Section 1115 Primary Care Network (PCN) Waiver Amendment submitted August 15, 2017.	Participation in training and/or job search within first three months of being notified they have been enrolled in the program, unless the individual meets one of the federal Supplemental Nutrition Assistance Program (SNAP) exemptions. Individuals receiving SNAP benefits and complying with participation requirements of SNAP are considered participating in Medicaid.	Applies to individuals receiving Primary Care Network (PCN). Exempted populations: <ul style="list-style-type: none"> • Individuals age 60 or older; • Individuals physically or mentally unfit for employment. If mental or physical unfitness is claimed and is not evident, verification may be required; • Parents or other members of households with the responsibility of a dependent child under age 6; • Individuals responsible for the care of an incapacitated person, even if the incapacitated person is not a member of the household; • Individuals receiving unemployment insurance benefits or have applied and/or are waiting for a decision and have registered for work at Department of Workforce Services; • Individuals participating regularly in a drug and alcohol treatment program. AA does not qualify; • Students enrolled at least half time in any school or training program; • Individuals participating in refugee employment services; • Family Employment Program (FEP) and Family Employment Program recipients; • Individuals issued an FEP diversion payment; and • Individuals working at least 30 hours a week or earning at least federal minimum wage times 30 hours per week. 	Failure to participate will result in ineligibility for PCN. American Indian/Alaska Natives will be enrolled in the work requirement program but will not have their benefits terminated if they fail to complete all required work activities.

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Virginia (The General Assembly approved expansion on May 30, 2018, which becomes effective on January 1, 2019.)	No waiver application submitted. Approved budget amendments, #303 and #306, 2018 session; Bill introduced: House Bill 695.	Participation in Training, Education, Employment and Opportunity Program (TEEOP), with gradually escalating participation as follows: <ul style="list-style-type: none"> • Beginning three months after enrollment, at least 20 hours per month; • Beginning six months after enrollment, at least 40 hours per month; • Beginning nine months after enrollment, at least 60 hours per month; and • Beginning 12 months after enrollment, at least 80 hours per month. <p>Activities include:</p> <ul style="list-style-type: none"> • Job training skills; • Job search activities; • Education related to employment; • General education, including participation in a program of preparation for the General Education Development (GED) certification examination or community college courses leading to industry certifications or a STEM-H related degree or credential; • Vocational education and training; • Subsidized or unsubsidized employment; • Community work experience; • Community service or public service; and • Caregiving services for a non-dependent relative or other person with a chronic, disabling health condition. <p>Department of Medical Assistance Services may waive the requirement for participation in employment in areas of the state with unemployment rates equal to or greater than 150 percent of the statewide average; but requirements related to training, education and other community engagement shall not be waived in any area of the state.</p>	Applies to every able-bodied, working-age adult age 18–55 enrolled in Medicaid program. Exempted populations: <ul style="list-style-type: none"> • Children under age 18 or individuals under age 19 who are participating in secondary education; • Individuals age 55 and older; • Individuals who qualify for medical assistance services due to blindness or disability, including individuals who receive services pursuant to a section 1915 waiver; • Individuals residing in institutions; • Individuals determined to be medically frail; • Individuals diagnosed with serious mental illness; • Pregnant and postpartum women; • Former foster children under age 26; and • Primary caregivers for a dependent, including a dependent child or adult dependent with a disability. 	Unless exempt, enrollees shall be ineligible to receive Medicaid benefits if, during any three months of the plan year, they fail to meet the requirements, and will not be permitted to re-enroll until the following plan year, unless the failure to comply or report compliance was the result of a catastrophic event or circumstances beyond the beneficiary's control.
West Virginia (expansion state)	No waiver application submitted. Article in <i>West Virginia Gazette</i> , November 12, 2017.	Will be aligned with Supplemental Nutrition Assistance Program (SNAP) and unemployment programs that already have work requirements. Department of Health and Human Resources (DHHR) wants to allow volunteer work, job training and education to meet the requirement.	Applies to able-bodied adults. Exempted populations: <ul style="list-style-type: none"> • DHHR would allow exclusions (e.g., enrollees injured or in addiction treatment that prevents them from working). 	None provided.

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Wisconsin (non-expansion state)	Pending. Request to Extend Wisconsin's Section 1115 BadgerCare Reform Demonstration Project dated December 29, 2017, and revised January 19, 2018.	At least 80 hours a month engaged in work and/or job training. Wisconsin's FoodShare Employment and Training Program is the model the BadgerCare work component will follow. Activities modeled after FoodShare program: <ul style="list-style-type: none"> • Work can be employment, self-employment, volunteer work and in-kind work; • Temporary Assistance to Needy Families (TANF) Work Programs, including Wisconsin Works (W-2) and Children First; • Refugee Cash Assistance Employment and Training; • FoodShare Employment and Training (FSET); • Certain programs under the Workforce Innovation and Opportunity Act (WIOA); • Workforce Investment Act (WIA) programs; • Refugee Cash Assistance programs; • Programs under Section 236 of the Trade Act; and • Workfare programs operated by other city, county or town governments. 	Applies to BadgerCare members age 19–49. Exempted populations: <ul style="list-style-type: none"> • Members diagnosed with a mental illness; • Members receiving Social Security Disability Insurance (SSDI); • Primary caregivers for a person who cannot care for himself or herself; • Members physically or mentally unable to work; • Members receiving or who have applied for unemployment insurance; • Members taking part in an alcohol or other drug abuse (AODA) treatment program; • Members enrolled in an institution of higher learning at least half-time; and • High school students age 19 or older, attending high school at least half-time. 	NOTE: Under the amendment Wisconsin has proposed to limit enrollment in Medicaid to 48 months. Members who meet work requirements while receiving Medicaid benefits will not accrue time in their 48-month eligibility time limit.
Wyoming (non-expansion state)	No waiver application filed. Introduced bill: Senate File 97	Work or school attendance, participation in employment and training programs, volunteering with established community service organization, or combination of above for 20 or more hours per week.	Applies to Medicaid recipients. Exempted populations: <ul style="list-style-type: none"> • Individuals age 18 or younger or age 65 or older; • Individuals certified by a health care provider as medically unable to meet the requirements; • Pregnant women; • Parents, legal guardians or other primary caregivers of a dependent who is under age 6 or has a serious medical condition or disability as determined by rule of the Department of Health; • Regular participants in a drug addiction or alcoholic treatment and rehabilitation program; • Individuals receiving unemployment compensation; • Individuals exempt from work requirements under Temporary Assistance for Needy Families (TANF) or Supplemental Nutrition Assistance Program (SNAP); • Enrolled members of the Eastern Shoshone or Northern Arapaho Indian tribe or any other member of a federally recognized Indian tribe for whom the federal government is obligated to provide health care; and • Individuals exempt based on good cause, as determined by rule of the department. 	Failure to comply with requirements results in termination of recipient's eligibility for medical assistance for 12 months following date of determination.

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