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A Snapshot of State Proposals to Implement Medicaid Work Requirements Nationw

**Updated Jan. 22, 2019*

Earlier this year, the Centers for Medicare & Medicaid Services (CMS) issued a new [policy](#) allowing states to implement work and community engagement requirements for certain Medicaid enrollees. States must seek federal approval to require non-elderly, non-pregnant, and non-disabled adults to meet these requirements to qualify for full or partial Medicaid coverage. This document summarizes states' pending and approved Section 1115 waivers, waiver renewals, and waiver amendments to implement work and community engagement requirements.

For a printable version or to view the complete chart, click [here](#).

Waiver Status	Medicaid Expansion Status	Work Requirement Hours	Qualifying Activities	Population Group	Exempted Groups	Penalties for Non-Compliance
State	Exempted Groups					
AL	<ul style="list-style-type: none">-Disabled individuals, including anyone receiving SSDI, SSI, or Medicare-Medically frail individuals or individuals with a medical condition that prevents them from complying with the work requirements (validated by a medical professional)-Pregnant women or women receiving post-partum care-Individuals age 60 or older-Individuals required to care for a disabled child or adult-Individuals who are either compliant with or exempt from the TANF JOBS program-An individual who is a single custodial parent caring for a child age 12 months or younger, or caring for a child under the age of 6 for whom appropriate childcare is not available-Individuals who are able to provide a good cause for not meeting work requirement (similar to those in TANF JOBS program)-Only one individual in the household can 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					
AZ	<ul style="list-style-type: none">-Individuals 50 years and older-Individuals who are members of federally recognized tribes-Pregnant women and post-partum women up to the end of the month in which the 60th day of post-pregnancy occurs-Former foster youth up to age 26-Individuals with serious mental illness-Individuals receiving temporary or permanent disability benefits or who are determined to be medically frail-Individuals who are in active treatment for a substance use disorder-Full-time high school, trade school, college, or graduate students-Victims of domestic violence or homeless individuals-Caretakers of a child under age 18 or of a child who is 18 and is a full-time student expected to graduate before turning 19 (limit one caregiver per child)					

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	<ul style="list-style-type: none"> -Caregivers who are responsible for the care of an individual with a disability -Individuals with an acute medical condition (physical or behavioral) that would prevent them from complying -Individuals with a disability as defined by federal disabilities rights laws who are unable to comply for disability-related reasons -Individuals complying with other state-approved work programs
AR	<ul style="list-style-type: none"> -Individuals 50 and older -Full-time students (attending high school, an institution of higher education, vocational training, or job training) -Those exempt from SNAP work requirements -Those receiving Transitional Employment Assistance (TEA) cash assistance or who are exempt from TEA work requirements -Individuals incapacitated in the short term or medically certified as physically or mentally unfit for employment, or has an acute medical condition validated by a medical professional that would prevent compliance with requirements -Caregivers of an incapacitated individual -Those who live with a minor dependent child age 17 or younger -Those receiving unemployment benefits -Those participating in alcohol or drug addiction treatment program -Pregnant women, through the end of post-partum care -Individuals determined to be medically frail
IN	<ul style="list-style-type: none"> -Full- and part-time students -Pregnant women -Primary caregivers of a dependent child below the compulsory education age, or who are primary caregivers of a disabled dependent -Medically frail individuals -Certification of temporary illness or incapacity -In active substance use disorder treatment -Individuals over age 59 -Former foster care youth under age 26 (they are not covered under the demonstration) -Homeless individuals -Individuals who are meeting or are exempt from TANF work requirements -Recent incarceration (within last six months) -Individuals enrolled in state's Medicaid employer premium assistance program -Some other exemptions possible based on individual review
KY	<ul style="list-style-type: none"> -Children under age of 19 -Pregnant women -Primary caregivers of a dependent (either minor child or disabled adult; limited to only one exemption per household) -Medically frail individuals -Full-time students -Former foster care youth -Individuals diagnosed with an acute medical condition that would prevent them from complying with the requirements

[ME](#)

- Those residing in an institutional residential facility (e.g. nursing facility)
- Those residing in residential substance abuse treatment and rehabilitation program
- Caregiver of a dependent child under age 6
- Providers of caregiver services for an incapacitated adult
- Pregnant women
- Those who are physically or mentally unable to work, as determined by a medical provider
- Those receiving temporary or permanent disability benefits issued by governmental or private resources

[MI](#)

- Caretaker of a family member under 6 years of age (only one parent at a time can claim this exemption)
- Individuals currently receiving temporary or permanent long-term disability benefits from a private insurer or from the government
- Full-time student who is not a dependent or whose parent or guardian qualifies for Medicaid
- Pregnant women
- Caretaker of a dependent with a disability who needs full-time care based on a licensed medical professional's order (this exemption is allowed only one time per household)
- Caretaker of an incapacitated individual even if the incapacitated individual is not a dependent of the caretaker
- Individuals who have proven they meet a good cause temporary exemption
- Medically frail individuals
- Individuals with a medical condition resulting in a work limitation according to a licensed medical professional order
- Individuals who have been incarcerated within the last 6 months
- Individuals currently receiving unemployment benefits
- Individuals under age 21 formerly in the state's foster care system

[MS](#)

- Native Americans
 - Pregnant women
 - Children under age 19
 - Disabled individuals; individuals enrolled in 1915 (c) waivers
 - Individuals 65 years and older
 - Individuals residing in an institution
- Exemptions will also apply to an individual who is:
- Diagnosed with mental illness;
 - Determined disabled by Social Security;
 - Physically or mentally unable to work;
 - Receiving or has applied for unemployment insurance
 - A primary caregiver for: a child under the age of 6; a person diagnosed with a mental illness; or a disabled family member;
 - Participating in an alcohol or drug abuse treatment program;
 - Receiving treatment for cancer
 - Enrolled in an institution of higher learning at least half time; or
 - High school student age 19 or older, attending at least half-time.

[NH](#)

- Individuals temporarily unable to participate due to illness or incapacity as documented by a licensed provider

- Individuals participating in a state-certified drug court program
- Parent or caretaker where the required care is certified as necessary by a licensed provider
- Parent or caretaker of a dependent child under age 6 (only one exemption per household)
- Parent or caretaker of a dependent child of any age with a disability
- Pregnant women or women 60 days or less post-partum
- Medically frail individuals
- Individuals with a disability who are unable to comply due to disability-related reasons
- Individuals residing with an immediate family member with a disability and are unable to meet requirements due to family member's disability
- Individuals who experience a hospitalization or serious illness, or who reside with an immediate family member who experiences a hospitalization or serious illness
- Individuals who are exempt from TANF or SNAP work requirements
- Individuals enrolled in state's voluntary Health Insurance Premium Program

[OH](#)

- Individuals age 50 and older
- Individuals who are physically or mentally unfit for employment
- Individuals who are caring for a disabled or incapacitated household member
- Pregnant women
- Parent/caretaker/individual residing in same house with minor child
- Individual who has applied for or is receiving unemployment benefits
- Students who are in school at least half time
- Individuals who are participating in a drug or alcohol treatment program
- Individuals who are subject to and complying with any work requirement under the Ohio Works First program
- Applicants for or recipients of SSI
- Individuals participating in the state's Specialized Recovery Services program
- Eligible incarcerated individuals

[OK](#)

- Individuals under age 19 or over age 50
- Pregnant women
- Individuals who are medically certified as physically or mentally unfit for employment
- Parent or caretaker responsible for care of a dependent child under age 6
- Individuals complying with TANF or SNAP work requirements
- Individuals participating in drug or alcohol treatment program
- Students enrolled at least part time in a recognized school, training program, or institution of higher education
- Individuals complying with a work registration requirement under Title IV of the Social Security Act or the federal-state unemployment compensation system
- Self-employed individuals working a minimum of 30 hours/week or receiving weekly earnings equal to federal minimum wage multiplied by hours
- Individuals with disabilities
- Individuals enrolled in Oklahoma Health Care Authority family planning program
- Individuals in the Oklahoma Health Care Authority Breast and Cervical Cancer Program

- Foster care parents
- Former foster care members
- Native Americans and Alaska Natives

[SD](#)

- Individuals age 18 or younger or age 60 or older
- Full-time students
- Pregnant women
- Disabled individuals
- Medically frail individuals
- Individuals participating in other state workforce participation programs that meet the same objectives (e.g. SNAP, TANF, or unemployment insurance)
- Nonparent caretaker relatives
- Parents of dependent children under one year of age who are living in the parent's residence
- Primary caregivers of elderly or disabled individuals living in the caretaker's residence

[TN](#)

- Individuals age 65 and older
- Individuals who are physically or mentally incapable of work, as certified by a medical professional
- Medically frail individuals
- Individuals with a short-term or long-term disability or an acute medical condition that would prevent them from complying, validated by medical professional
- Individuals participating in inpatient or residential treatment or an intensive outpatient program for a substance use disorder
- Individuals who are the primary caregiver of a child under age 6 (one exemption per household)
- Individuals providing primary caregiver services for a household member (child or adult) with a disability or incapacitation or medical condition that prevents the caretaker from meeting work requirement
- Individuals receiving unemployment benefits
- Individuals who have recently been directly impacted by a catastrophic event such as a natural disaster
- Pregnant women and women during their period of postpartum coverage

[UT](#) (8/17)

- Individuals age 60 and older

[UT](#) (6/18)

- Physically or mentally unfit for employment (verification may be required)
- Parents/caretakers with dependent child under age 6
- Caretaker for incapacitated individual
- Receiving or has applied for unemployment insurance benefits
- Participation in drug and alcohol treatment program
- Student enrolled at least half time in any school or training program
- Participation in refugee employment services
- Family Employment Program (FEP) recipients or those issued a FEP diversion payment
- Individuals working more than 30 hours/week
- Pregnant women
- Native Americans (June 2018 amendment)

VA	<ul style="list-style-type: none"> -Individuals under age 19 and age 65 or older -Full time, three-quarter time, and part-time students in post-secondary education, including community college course leading to industry certifications or a STEM-H related degree or credential -Individuals dually enrolled in Medicaid and Medicare -Individuals who have blindness or who have a disability, including SSI or SSDI recipients and recipients of state-based disability program benefits -Pregnant women and post-partum women up to six months after delivery -Former foster care children under age 26 -Primary caregiver for a dependent child under age 19 or for an adult dependent with a disability or non-dependent relative with a disability -Medically frail individuals (further detail in waiver documents; includes individuals with a SUD diagnosis, chronically homeless individuals, individuals who were incarcerated in past 12 months, and others) -Individuals meeting TANF or SNAP work requirements -Individuals with serious mental illnesses or disabling mental disorders or residing in institutions -Victims of domestic violence -Additional exemptions as deemed necessary
WI	<ul style="list-style-type: none"> -Individuals receiving SSDI or other disability benefits -Primary caregiver of individual who cannot care for self -Physically or mentally unable to work as determined by the state or verified as unable to work by a health care professional or social worker -Individuals experiencing chronic homelessness -Receiving or has applied for unemployment insurance and in compliance with unemployment compensation work requirements -Exempt from SNAP work requirements -Participating in certain alcohol or drug abuse treatment programs -Enrolled in institution of higher learning (including vocational programs or GED classes) at least half time -Individuals attending high school at least half-time

Other State Activity

Kansas submitted a [waiver proposal](#) to CMS in December 2017 that included Medicaid work requirements for certain individuals; in December 2018, CMS [approved](#) the waiver, but asked CMS to defer consideration of the work requirements.

North Carolina submitted a [waiver proposal](#) to CMS in November 2017 that included Medicaid work requirements, but the work requirements were contingent on [proposed legislative](#) Medicaid through a program called Carolina Cares that did not move forward.

South Carolina's governor directed the state Medicaid agency to develop a work requirements waiver, and in December 2018 the state opened a comment period on the [draft waiver](#).

In addition to Utah's waiver to implement Medicaid work requirements and request to expand Medicaid up to only 100 percent of the federal poverty level (waiver details noted in the issue of Medicaid expansion was on the November 2018 [ballot](#) and was passed by voters, to be implemented 4/1/19).

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