

Medicaid Work Requirement Waivers: State by State

Kentucky and Indiana were the first states to secure CMS approval for a Medicaid demonstration waiver that will implement work requirements for “able-bodied” beneficiaries.

Key Elements of Pending and Approved Work Requirement Waivers									
State	Program Name	Limit Eligibility	Work Requirements	Lockouts	Lifetime Coverage Limit	Waive Retroactive Coverage	Waive IMD Exclusion	Premiums	ED Usage Co-pays
AR	Arkansas Works	X	X	X		X		X	X
AZ	Arizona Health Care Cost Containment System		X		5 years		X	X	X
IN	Healthy Indiana 2.0		X			X	X	X	
KS	KanCare 2.0		X		36 months		X		X
KY	Kentucky HEALTH		X	X		X	X	X	
ME	MaineCare		X	X		X		X	
NC	North Carolina Medicaid and NC Health Choice		X				X		
NH	New Hampshire Health Protection Program Premium Assistance		X			X			X
UT	Primary Care Network		X	X	60 months				X
WI	Badger Care Reform		X	X	48 months*		X	X	

Several states have similar waivers pending. Each one carries a combination of additional provisions that may affect eligibility or affordability of coverage.

*member who reaches the coverage limit can re-enroll following 6-month lockout period

What Each Waiver Element Does	
Limit Eligibility	Lowers income limit for Medicaid eligibility
Work Requirements	Make work, community service, or job-training a requirement for certain populations
Lockouts	Prohibit re-enrolling in Medicaid for a period of time following failure to meet certain requirements
Coverage Time Limits	Limit the amount of time a person can be enrolled in coverage
Waive Retroactive Coverage	Remove federal guideline requiring coverage to begin 3 months prior to application date, given enrollee would have been eligible during that time
Waive IMD Exclusion	Remove federal guideline restricting federal funding for stays in institutions for mental disease for longer than 15 days
Premiums	Require Medicaid beneficiaries to pay premiums or risk losing coverage
ED Co-pays	Impose or increase co-pays for non-emergent emergency department use

Sources:

Waiver-related documents <https://www.medicaid.gov/medicaid/section-1115-demo/demonstration-and-waiver-list/index.html>

National Association of Community Health Centers <http://www.nachc.org/wp-content/uploads/2017/11/State-Waivers-1115-and-1332-Tracking-Handout-Nov-17-2017-corrected-link.pdf>

FamiliesUSA <http://familiesusa.org/1115-waiver-element-work-requirements>

KFF: <https://www.kff.org/medicaid/issue-brief/section-1115-medicaid-demonstration-waivers-the-current-landscape-of-approved-and-pending-waivers/>

Our Medicaid waiver toolkit <http://smartpolicyworks.com/the-latest/fact-sheets/medicaid-flexible-state-federal-program/>