

Appendix A. Summary of states' work/community engagement requirement waivers submitted to CMS as of February, 2018

	IN (waiver approved)	KY (waiver approved)	AZ	AR	KS	ME	MS	NH	NC	UT	WI
<b>Target Population(s)</b>	Non-elderly adult groups	Non-elderly adult groups	Expansion adults only	Expansion adults with incomes up to 100 percent of the federal poverty level (FPL)^	Non-elderly adult groups	Non-elderly adult groups	Non-elderly adult groups	Expansion adults only	Future expansion adults only*	Non-elderly adult groups and future expansion adults*	Non-elderly adults without children
<b>Exempt Populations</b>											
<b>Age groups</b>	60+	65+	55+	50+	65+	65+	65+	65+		60+	50+
<b>Full-time Students</b>	✓	✓	✓	✓			Part-time students also exempt			Part-time students also exempt	Part-time students also exempt
<b>Caregivers</b>	✓	Primary caregiver, limited to one caregiver per household	✓	✓	✓	✓	✓	✓	✓	✓	✓
<b>People being treated for SUD</b>	✓			✓		Must be residing in a treatment facility	✓	Must be in a state-certified drug court program	✓	excluding Alcoholics Anonymous (AA)	✓
<b>Former foster youth</b>	✓	✓	✓								
<b>Victims of catastrophic events</b>			✓	✓							
<b>Others</b>	TANF recipients; those with certified proof of temporary illness or incapacity; recently-incarcerated, chronically homeless	Individuals with an acute medical condition; temporary good cause exemptions	American Indians (AI); people who are homeless, have severe mental illness, or are victims of domestic violence	Unemployment benefit recipients; living with someone under 18; exempt from SNAP work requirements; medically certified as unfit for work; AIs and Alaska Natives (AN)	Beneficiaries with traumatic brain injury (TBI), HIV, or in the Breast and Cervical Cancer Program	Beneficiaries enrolled under the Maine Breast and Cervical Health Program eligibility category.	Native Americans; enrolled in 1915(c) waivers; residing in an institution; physically or mentally unable to work; receiving unemployment benefits; in the breast and cervical cancer program	Those with certified proof of temporary illness or incapacity	Individuals receiving only family planning benefits	Parents below 60% FPL; unemployment benefit recipients, people in refugee employment services, Family Employment Program (FEP) recipients	Individuals who are mentally ill, physically or mentally unable to work; unemployment benefit recipients/applicants
<b>Work Activities</b>											
<b>Full-time employment</b>	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓

Part-time employment	✓	✓	✓	✓	✓	✓	✓	✓**		Minimum of 30 hours/ week	✓
Attending School	✓	✓	✓	✓	✓	✓		✓		students are exempt	students are exempt
Job search activities	✓	✓	✓	✓	✓	✓		✓		✓	
Skills or educational training	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓
Health and/or health insurance classes		✓	✓	✓							
Volunteering/ work experience	✓	✓	✓***	✓	✓	✓	Volunteering with approved agencies	✓			
Other	Caregiving services for non-dependents; ESL classes, participation in SNAP requirement; participation in Pathways program for Pokagon Band of Potawatomi tribe	SUD treatment; caregiving for a non-dependent relative.	ESL classes; parenting classes	Participating in activities available the Arkansas Department of Workforce Services	ESL classes	Receiving unemployment benefits or complying with SNAP/TANF work requirements	Participation with the Office of Employment Security; compliance with TANF/SNAP work requirements			Satisfying work requirements in SNAP	
Penalties for non-compliance	Suspension of eligibility if work requirements are not fulfilled for at least 8 months of the 12-month calendar year. Eligibility may resume after one full month of requirements are fulfilled.	Eligibility suspended until the first day of the month after the beneficiary completes the requirement	Initial 6-month grace period, benefits are then suspended until work requirements fulfilled for one full month.	Disenrollment after three consecutive or nonconsecutive months of non-compliance in a year, cannot reapply until next coverage year	3-month grace period, then removal from KanCare until compliance is achieved	Work requirement is a condition of eligibility, but exact penalty is not specified	Loss of eligibility on the first day of the month following non-compliance; beneficiary can be reinstated upon future compliance	Work requirement is a condition of eligibility, but exact penalty is not specified	Work requirement is a condition of eligibility, but exact penalty is not specified	Loss of eligibility and removal from program, can become eligible again by completing all required activities, otherwise must reapply	Each month in which the work requirement is not met will count towards the beneficiaries 48-month eligibility limit

Source: Deloitte Analysis of state Medicaid waiver proposals that include a work/community engagement requirement. All pending and approved waivers can be found on the CMS website: <https://www.medicaid.gov/medicaid/section-1115-demo/demonstration-and-waiver-list/index.html>

**Notes:** Per CMS guidance, states should exempt the following groups from the work/community engagement requirement: (1) children (2) pregnant women (3) the elderly (4) those deemed “medically frail” by the state and (5) those that are eligible for Medicaid due to a disability. \*- North Carolina’s work requirement is contingent upon a future Medicaid expansion, subject to state legislation. If Utah expands Medicaid, the expansion group would be subject to the work requirement \*\* - Individuals must work 20 hours per week at time of application, increase to 25 hours per week after 12 months of benefits, and 30 hours per week after 24 months of benefits \*\*\* - Community service hours can count toward the required 20 hours only for individuals who are transitioning

from the justice system, living in an area of high unemployment, or otherwise facing a significant barrier to employment ^-Arkansas is requesting to reduce its Medicaid expansion population to those with incomes up to 100 percent FPL and transfer those with incomes between 100 and 138 percent FPL to Marketplace coverage.