RIPIN

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HR1 Changes:

WORK REQUIREMENTS:

What to know about new Medicaid work requirements and related eligibility changes.

HR1 Medicaid Changes: Medicaid Work Requirements

Beginning in 2027, HR1 requires all states to implement Medicaid work requirements for certain Medicaid enrollees. Individuals who are subject to work requirements must either qualify for an exemption or demonstrate compliance to maintain Medicaid coverage. Many Medicaid enrollees are not subject to these requirements, and many others may qualify for an exemption.

Work Requirements: Key Facts

What Are Medicaid Work Requirements?

Under HR1, states must implement work requirements for certain Medicaid enrollees. Work requirements begin for new applicants in January 2027, and will be phased in for current Medicaid enrollees beginning with enrollees whose next renewal date is March 31, 2027 (who will begin receiving renewal notices in February).

Who Do Work Requirements Affect?

Work requirements apply only to the Medicaid Expansion population. This generally includes adults ages 19-64 who do not have dependent children, are not pregnant, and are not eligible for Medicare.

How Can Someone Meet a Work Requirement?

Individuals subject to work requirements may:

- Complete at least 80 hours of qualifying activities in a month, or
- Have at least $580 in monthly income, or
- Be enrolled in school at least half-time

Qualifying activities may include:

- Employment
- Job training
- Community service or volunteering
- Education programs



Not All Medicaid Enrollees Must Meet Work Requirements

Many individuals are either not subject to work requirements, or qualify for an exemption, including:

- Children under 19 and adults 65 years old or older
- Parents and caregivers of children, or of individuals with disabilities
- Many people with disabilities, or with physical or mental health conditions
- Individuals subject to other work requirements (like SNAP or RI Works)
- Pregnant people
- People participating in a drug/alcohol treatment program
- People in other categories established by federal law

Understanding Work Requirements

Individuals who are subject to work requirements generally have two ways to maintain Medicaid coverage:

- **Qualify for an exemption**

OR

- **Demonstrate compliance with work requirements**

Important Dates

January 1 2027
Work requirements begin for new Medicaid applicants.

March 1, 2027

- Work requirements begin to phase in for current Medicaid enrollees during their renewal period.
- Certain Medicaid Expansion enrollees will move to six-month renewal periods.

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HR1 Medicaid Changes:

WORK REQUIREMENTS

Resources

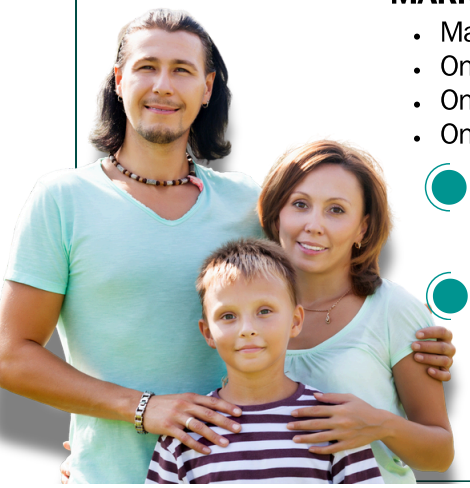
StayCovered.ri.gov/work provides:

- Frequently asked questions
- Consumer resources
- State notices and updates
- Work requirement screening tools
- Information about exemptions and compliance

StayCovered.ri.gov/work

Case Study 1: Family with a Child

MARK, WENDY, JACOB



- Married couple, both age 40
- One child under age 19
- One parent has been unemployed since 2026
- One parent receives Medicare due to a disability

Situation

Mark and Wendy hear about Medicaid work requirements and want to know who in their household may be affected.

Outcome

None of the household members are subject to Medicaid work requirements. Children are not subject to work requirements, parents and caregivers of dependent children under age 19 are not subject to work requirements, and individuals enrolled in Medicare are not subject to work requirements.

Case Study 2: Demonstrating Compliance

SONJA

- Adult Medicaid enrollee
- Works part-time as a waitress
- Participates in educational activities

Situation

Sonja wants to know which activities may count toward Medicaid work requirements.

Outcome

Paid employment may count toward work requirement compliance. Certain educational activities may also count, depending on the type of program. Whether Sonja meets work requirements depends on the number of hours of qualifying activities and/or whether she has income over $580.



Quick Reminders for Assisters

- Work requirements apply only to certain Medicaid enrollees.
- Do not assume someone is subject to work requirements without reviewing their eligibility category.
- Many individuals who are not working may nonetheless be compliant or qualify for an exemption.
- In 2027, most exemptions can be self-attested by applicants/members.