Medicaid Work Requirements under the "One Big, Beautiful Bill"

What is the "One Big, Beautiful Bill"?

The "One Big, Beautiful Bill" is a budget reconciliation act that was signed into law on July 4, 2025. It includes many changes to the Medicaid program, including new work requirements.

Will everyone receiving Medicaid benefits need to meet the new work requirements for Medicaid?

No. The work requirement **only applies to non-disabled adults age 19-64** who are covered under the "Medicaid Expansion" category.

What does the new law require?

Adults covered in the "expansion" category will be required to complete 80 hours of work or community service activities per month **or meet exemption criteria** to enroll in and maintain coverage.

When do the work requirements begin?

States are required to start the new work requirement no later than **December 1, 2026.**

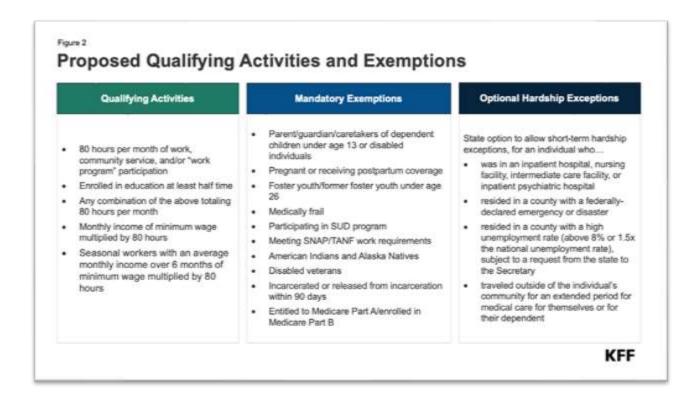
When will I hear more about these changes and how they may impact me?

Even though the bill passed, the Secretary of Health and Human Services has until **June 1**, **2026** to issue an interim final rule on implementing work requirements. This means much more information will be coming over the next year.

States are required to begin outreach about new work requirements by **September 30**, **2026**.

What are the rules for work and are there exemptions for who will have to meet the new work requirements?

The chart below shows the type of activities that are considered "qualifying activities". There are also exemptions for certain individuals, including those deemed "medically frail".



Where can I find more information?

You can sign up for newsletter updates from Virginia Medicaid here: https://www.dmas.virginia.gov/for-members/