



# SENATE BILL 403: Medicaid Work Requirements.

2025-2026 General Assembly

---

<b>Committee:</b>	Senate Health Care. If favorable, re-refer to Rules and Operations of the Senate	<b>Date:</b>	April 9, 2025
<b>Introduced by:</b>	Sen. Hise	<b>Prepared by:</b>	Jennifer Hillman
<b>Analysis of:</b>	First Edition		Staff Attorney

---

**OVERVIEW:** *Senate Bill 403 would (i) provide further authority for the implementation of work requirements for North Carolina Medicaid beneficiaries upon federal approval of those work requirements and (ii) require reporting of any funding needs for the implementation of any approved work requirements.*

**CURRENT LAW:** The legislation that authorized Medicaid expansion, S.L. 2023-7, contains language in Section 2.4 directing the Department of Health and Human Services, Division of Health Benefits (DHB) to enter into negotiations with the Centers for Medicaid and Medicare Services (CMS) to develop a plan for adding work requirements as a condition of participation in the Medicaid program and to obtain approval of that plan, if there is any indication that work requirements may be authorized by CMS.

**BILL ANALYSIS:** **Section 1** would authorize implementation of the federally-approved Medicaid work requirements described in Section 2.4 of S.L. 2023-7, notwithstanding any need for conforming changes to the Medicaid eligibility requirements that are codified in G.S. 108A-54.3A. This section would also require DHB to identify any funding necessary for implementation of the work requirements when reporting on any approved work requirements to the Joint Legislative Oversight Committee on Medicaid.

**EFFECTIVE DATE:** The act would be effective when it becomes law.

Kara McCraw  
Director



Legislative Analysis  
Division  
919-733-2578