



Update on Work Requirements for the Healthy Michigan Plan

Phil Kurdunowicz
Michigan Department of Health and Human Services
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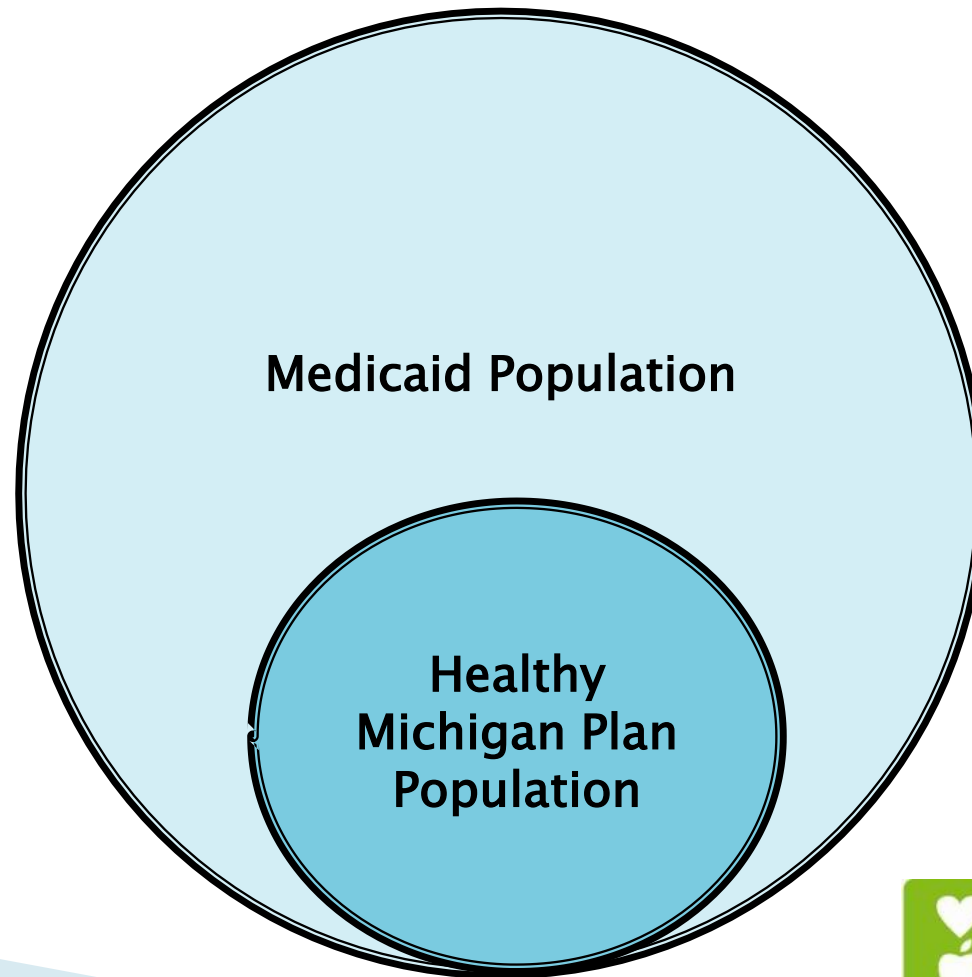
Overview of the Presentation

- ▶ Healthy Michigan Plan (HMP) and Changes for 2020
- ▶ High-Level Description of Work Requirements
 - Work and Other Activities
 - Exemptions (Reasons to Be Excused)
 - Beneficiary Notifications (December and January Letters)
 - Reporting Process
 - Regaining Eligibility after Losing Coverage
 - Compliance Review
 - Beneficiary Supports
- ▶ Key Takeaways
- ▶ Resources and Questions

HMP and Changes for 2020

- ▶ The Michigan legislature authorized the expansion of the Michigan Medicaid program (Public Act 107 of 2013).
- ▶ HMP provides monthly coverage to more than 675,000 (as of January 27, 2020).
- ▶ HMP eligibility:
 - Between the ages of 19 and 64
 - Not eligible for or receiving other Medicaid or Medicare benefits
 - Not pregnant at time of application
 - Have income at or below 133% of the Federal Poverty Level (FPL)

HMP and Changes for 2020



HMP and Changes for 2020

Public Act 208 of 2018

Mandates work
requirements

January 1, 2020

Mandates new requirements
after 48 months of
cumulative enrollment in an
HMP health plan

October 1, 2020

High-Level Description of Work Requirements

Population

- All HMP beneficiaries that are between the ages 19 and 62 that are not otherwise exempt (excused)

Changes

- Required to work or complete other activities, such as job search, for at least 80 hours per month
- Loss of eligibility for non-compliance

Date

- Implementation Date: January 1, 2020

Work or Other Activities

- ▶ Beneficiaries who are not exempt must report 80 hours of any combination of work or other activities each month. Beneficiaries have until the end of the current month to report hours for the previous month. Beneficiaries may lose coverage for failing to report for three months in a calendar year.
 - 1) **Employment, self-employment, or having income consistent with being employed or self-employed**
 - If reporting “income”, the income must be equal to earning minimum wage for 80 hours per month (e.g. pension, retirement, rental income, etc.)
 - MDHHS may have income data to deem compliance
 - 2) **Education directly related to employment**
 - This includes school, college, or working on GED
 - Study time also counts
 - MDHHS may have education data to deem compliance

Work or Other Activities

- 3) Job training directly related to employment**
 - This includes job skills training and workforce development programs
- 4) Vocational training directly related to employment**
 - This includes training or apprenticeship for a job or trade
- 5) Unpaid workforce engagement such as an internship**
 - This includes working for a company or organization to gain experience or skills for a future job
- 6) Tribal employment programs**
 - If a member of a federally recognized Tribe, the beneficiary can report hours spent in a work or employment program that has been approved by the Tribe

Work or Other Activities

- 7) Participating in substance use disorder (SUD) treatment**
 - This includes counseling, recovery support programs, and court-ordered treatment

- 8) Volunteering or community service**
 - Beneficiaries are limited to reporting volunteering and community service to 3 months in a calendar year
 - Beneficiaries must volunteer with a 501(c)(3) or 501(c)(4) organization

- 9) Job search directly related to job training**
 - This includes preparing or submitting resumes or email applications to apply for job openings, job interviews, etc.

Exemptions (Reasons to Be Excused)

- ▶ An exemption means that an HMP beneficiary may be excused from:
 - HMP work requirements
 - Other HMP requirements (e.g. cost-sharing)
- ▶ Exemptions can last up to one year. Some exemptions can be renewed.
- ▶ Beneficiaries can report an exemption (through self-attestation). MDHHS may also use administrative data to identify beneficiaries who should be excused from the requirements.
- ▶ Once a beneficiary tells MDHHS about an exemption, MDHHS will send the beneficiary a letter with the date the exemption ends.

Exemptions (Reasons to Be Excused)

“Reportable” HMP Work Requirement Exemptions

1. The beneficiary is pregnant or was pregnant in the last 2 months.
2. The beneficiary is the main caretaker for a family member under 6 (One parent per household).
3. The beneficiary is a full-time student.
4. The beneficiary is under age 21 and was in Michigan foster care.
5. The beneficiary was in prison or jail in the last 6 months.
6. The beneficiary gets State of Michigan unemployment benefits.
7. The beneficiary gets temporary or permanent disability payments from a private insurer or the government.
8. The beneficiary has a medical condition that limits work, approved by a doctor.
9. The beneficiary is caring for a dependent with a disability and doctor's order for full-time care (One claim per household).
10. The beneficiary is caring for a person who cannot make decisions for themselves.
11. The beneficiary is medically frail.
12. The beneficiary has good cause.

Exemptions (Reasons to Be Excused)

- ▶ **Medically Frail** – The beneficiary is medically frail due to one or more of the following:
 - Physical, mental, or emotional condition that limits a daily activity, like bathing
 - Physical, intellectual, or developmental disability that makes it hard to do daily living activity
 - Physical, mental, or emotional condition that needs to be checked often
 - Disability based on Social Security criteria (SSDI)
 - Chronic substance use disorder (SUD)
 - Serious and complex medical condition, or special medical needs
 - The beneficiary is in a nursing home, hospice, or is receiving home help services
 - The beneficiary is homeless
 - The beneficiary is a survivor of domestic violence

Exemptions (Reasons to Be Excused)

▶ Medically Frail

- MDHHS will use data to assign this exemption based upon a retrospective data analysis:
 - ICD–10 diagnosis codes (over 350 codes), which include serious and complex medical conditions, physical, intellectual, or developmental disability, etc.
 - Data that identifies that a beneficiary is in a nursing home, hospice, or is receiving home help services
- Beneficiaries may also report this exemption through:
 - Completing the Medicaid Application
 - Reporting the exemption in a similar way to other exemptions (through self–attestation)

Exemptions (Reasons to Be Excused)

- ▶ Individuals who are enrolled in the Supplemental Nutrition Assistance Program (SNAP) or Temporary Assistance for Needy Families (TANF) program are also exempt from work requirements.
- ▶ MDHHS will use data to assign this exemption to beneficiaries. Beneficiaries cannot report this exemption.



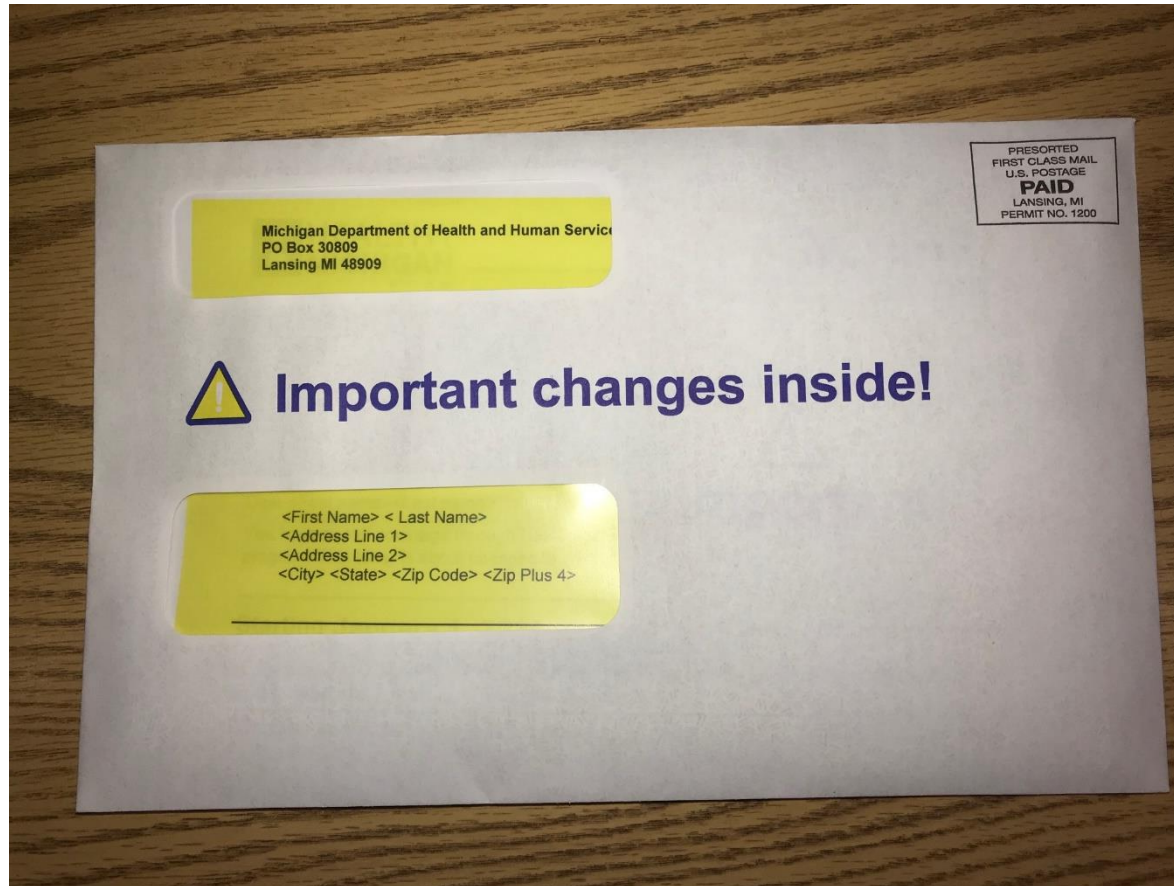
Exemptions (Reasons to Be Excused)

▶ Good Cause

- The beneficiary has good cause because the beneficiary or a close family member:
 - Has a serious illness;
 - Is hospitalized; or
 - Has a disability that meets the government definition.



Beneficiary Notifications



December and January Letters

December
2019

Letter	Population
B 19-48 (Must Report)	Beneficiaries who are in HMP as of 11/1/2019 and who do not currently meet an exemption based on MDHHS records.
B 19-49 (Research Group)	Beneficiaries who are selected as part of the research group for the evaluation and are exempt from the requirements.

January
2020

Letter	Population
B 19-37 Rev. (New & Exempt)	Beneficiaries who are in HMP as of 11/1/2019 and who did not receive any letter for September mailing but are exempt.
B 19-46 (Exempt Now)	Beneficiaries who are in HMP as of 11/1/2019 and did not have an exemption for the September mailing but do now.
B 19-47 (Exempt Still)	Beneficiaries who are in HMP as of 11/1/2019 and who had an exemption for the September mailing, and still do.
B 19-43 (Over 62 Exempt)	Beneficiaries who are in HMP as of 11/1/2019 and who are age 62 or over and did not previously receive a letter.

Reporting Process for Work or Other Activities

- ▶ **Work** requirement began on **January 1, 2020**. **Reporting** requirement to begin on **February 1, 2020**
- ▶ **How to Report Work to MDHHS:**
 - **Online:** MI Bridges Portal (Head of Household Only)
 - **Phone:** HMP Work Requirement and Exemption Reporting Line
 - **In-Person:** Kiosks in MDHHS Field Offices (Head of Household Only) or Other Access Points (e.g. Michigan Works!)
- ▶ **Notes:**
 - Beneficiaries have until the end of the month to report hours for the previous month.
 - There is an opportunity to “cure” previous months of non-compliance for up to 60 days after the end of the failed month.
 - Beneficiaries will receive a notice every time that they fail to report for a given month.

Reporting Process for Exemptions



**After
February 1,
2020**

-
1. Online: MI Bridges for (Head of Household Only)
 2. By Phone: HMP Work Requirement and Exemption Reporting Line
 3. In-Person: Kiosks in MDHHS County Offices (Head of Household Only) or Other Access Points

Regaining Eligibility after Losing Coverage

- ▶ Beneficiaries who are not compliant with work requirements will lose eligibility for health care coverage. Beneficiaries must serve a penalty month before they can regain coverage.
- ▶ Beneficiaries can reapply for health care coverage. Upon reapplication, beneficiaries must self-attest to (a) having completed the work requirements in at least one previously unreported month within the last 12 months or (b) having an exemption.
- ▶ Beneficiaries may report work, other activities, or exemptions through either of the applications:
 - Paper application
 - Online through the MI Bridges portal

Compliance Review

- ▶ MDHHS will select a sub-set of beneficiaries who report each month and request documentation (if necessary) to support what they reported (work, other activities, or exemptions).
- ▶ Below are examples of documents beneficiaries can submit if they are selected for compliance review.
 - Paystubs or verification of employment form
 - Proof of enrollment in course, class, program, training, or internship
 - Certificate of attendance or completion
 - Copies of job applications
 - Letter from volunteer organization
- ▶ Beneficiaries who fail to provide documentation for a selected month will receive a failed month.

Beneficiary Supports

- ▶ MDHHS has taken the following actions to assist beneficiaries with navigating and meeting the new work requirements.
 1. Applying Human-Centered Design to Beneficiary Letters and Educational Materials
 2. Expanding Call Center Capacity and Resources
 3. Leveraging and Modifying the MI Bridges System
 4. Establishing a Partnership with Michigan Works!
 5. Coordinating on Implementation with the Medicaid Health Plans and Other Community Partners

Key Takeaways

- ▶ What can beneficiaries do to be successful?
 1. Sign up for MI Bridges (www.michigan.gov/mibridges)
 2. Learn what type of coverage they have by calling the Beneficiary Help Line, logging into MI Bridges, or calling their health plan
 3. Learn whether they are exempt through the HMP Work Requirements and Exemption Reporting Line or MI Bridges
 4. Start reporting work, other activities, or exemptions
 5. Seek assistance through the local Michigan Works! offices, community partners, or the beneficiary's health plan
 6. Hold onto documentation

Resources and Questions

- ▶ Watch previous recorded webinars
 - www.Michigan.gov/Medicaidproviders >> click on Training
- ▶ Watch for updates on the MDHHS website
 - Beneficiary Page: www.healthymichiganplan.org
 - Provider Page: <https://www.michigan.gov/healthymichiganplan>
- ▶ Download and review beneficiary-specific communications
 - <https://www.michigan.gov/healthymichiganplan> >> click on Changes Started in January 2020

Resources and Questions

- ▶ Documents in the Communications Toolkit
 - 1-Page Summary (MSA-1913) (N/A)
 - Booklet (MSA-1912) (250)
 - Poster (10)
 - Poster with Tear Off (N/A)
 - Rack Card (500)
 - Table Tent (10)
 - Magnet with Calendar of Reporting Deadlines (250)
- ▶ These items are available for order in limited quantities. Order limits are indicated in parentheses (*). Providers who would like printed copies may email MSA-Forms@michigan.gov with the shipping address and requested quantity.

Resources and Questions

▶ Beneficiary Resources

- Main Website: www.healthymichiganplan.org
- Beneficiary Help Line: 1-800-642-3195 (TTY 1-866-501-5656)
- MI Bridges: www.michigan.gov/mibridges
- HMP Work Requirements and Exemption Reporting Line: 1-833-895-4355
- Other Case, Eligibility, or Application Questions: 1-844-464-3447
- Michigan Works! 1-800-285-WORKS (9675) or MichiganWorks.org

Questions?

 **HEALTHY MICHIGAN**
PLAN



More people are getting healthy
with the Healthy Michigan Plan.

I have health care coverage now