November 16th, 2026

The Honorable John Thune
Majority Leader
U.S. Senate
Washington, DC 20510

The Honorable Chuck Schumer
Minority Leader
U.S. Senate
Washington, DC 20510

The Honorable Mike Johnson
Speaker
U.S. House of Representatives
Washington, DC 20515

The Honorable Hakeem Jeffries
Minority Leader
U.S. House of Representatives
Washington, DC 20515

RE: Delay Implementation of Medicaid Work Reporting Requirements

Dear Leader Thune, Minority Leader Schumer, Speaker Johnson, Minority Leader Jeffries, and Members of the United States Senate and House of Representatives,

The undersigned 400 organizations urge Congress to delay implementation of Medicaid work reporting requirements, also referred to as community engagement requirements, by two years. These requirements would take away life-sustaining care for older adults, people with disabilities, family caregivers, care workers, and weaken health systems all across the country. While we believe these requirements should be repealed, a delay would at minimum allow time to reevaluate their impacts and for Congress to act.

Starting January 1, 2027, millions of people will have to prove they meet work reporting requirements, or prove they qualify for an exemption, to keep their Medicaid coverage. With that deadline less than two months away, we urge Congress to act during the lame duck session and use the next available legislative vehicle to stop these coverage losses before they spread nationwide.

Work requirements create significant administrative burden for states and current and prospective enrollees. Research has shown Medicaid work and reporting requirements are confusing to enrollees and complex and costly for states to implement. States that have attempted to require work reporting for Medicaid eligibility, such as Arkansas, saw significant coverage losses due to failure to meet work and reporting requirements with few regaining coverage after courts blocked the policy. Some states, such as Nebraska, have moved to implement work requirements earlier than H.R. 1 requires. Preliminary data shows over 1,000 Nebraskans were denied or lost Medicaid coverage between May and August of 2026 due to work requirements alone, and that number is expected to grow as the state continues reviewing eligibility under these new policies.

When states are not ready, enrollees pay the price. Late or confusing notices, overwhelmed call centers, and exemption requests that sit unprocessed can all end in lost coverage for people who rely on Medicaid for life-saving, essential care. No amount of preparation makes work reporting requirements a sound policy, but the rushed timeline guarantees more harm. States have had less than 18 months since H.R.1 passed to set up systems, hire staff, and educate enrollees about upcoming policy changes while facing severe budget constraints brought on by the largest cuts to Medicaid in the country's history.

Work requirements will take care away from people who need it. It is estimated that between 4.9 and 10.1 million people will lose coverage under H.R. 1's work reporting policy due to administrative burden. This is particularly concerning given that 92 percent of adults ages 19 to 64 with Medicaid already work, attend school, serve as caregivers, or cannot work due to illness or injury. These requirements penalize older adults and people with disabilities who face substantial barriers to employment, including inadequate accommodation, inaccessible workplaces, and employment discrimination. Older adults ages 50 to 64 who rely on Medicaid and do not qualify for automatic exemption from reporting requirements are particularly at risk. Almost half of older adults ages 50 to 64 who rely on Medicaid have a disability, and among those not working, a majority report having a health condition that prevents them from working.

While the work reporting requirements apply to adults ages 19 to 64 and attempt to exempt some caregivers and some people with disabilities, many will still face heightened risk of losing Medicaid coverage due to red tape alone, including adults ages 50 to 64, people with disabilities and chronic health conditions, and family caregivers. Administrative hurdles alongside strict and narrow exemption processes where people must prove that they should be exempt add yet another barrier to finding or maintaining coverage for people who have chronic illnesses, family caregiving responsibilities, limited access to technology and transportation, language access barriers, and more. As a result, work requirements may cause improper termination of coverage for those who rely on Medicaid to be able to live, age, and work with dignity.

Work reporting requirements also threaten care for family caregivers and care workers. Direct care workers are underpaid, receive few benefits, and nearly 1 in 3 direct care workers rely on Medicaid for their own health care. Low pay and poor job quality already make it difficult to recruit and retain direct care workers even as the population ages rapidly. Losing coverage makes it harder for these workers to stay in the field. Family caregivers, including friends, family, and neighbors who provide home care and child care, also rely on Medicaid for their coverage and will be forced to fill in the gaps, or people will go without care entirely. Caregivers already often lose work hours and income to care for loved ones. Taking away their Medicaid will make it harder for caregivers to maintain their own health, let alone the health and wellbeing of others. Without the support of family caregivers and care workers, older adults and people with disabilities will be at higher risk of institutionalization or going without care entirely.

Medicaid enables people to stay in the workforce, not the other way around. Work requirements create additional hurdles that older adults, people with disabilities, care workers, and family caregivers must overcome to get and maintain their Medicaid coverage, at great cost to themselves, their loved ones, and the economy. For these reasons, we, the undersigned organizations, urge Congress to delay implementation of Medicaid work reporting requirements by two years.

Thank you for your consideration. If you have any questions, contact Jaimie Worker at jaimie@caringacross.org.

Sincerely,

AAPI Equity Alliance
Access Living
Access Ready Inc.
Action Together NEPA
Advocates for Compassionate Therapy Now
AFL-CIO
Albuquerque Health Care for the Homeless
Alliance for Aging Research
Allies for Children
Allies for Independence
Alzheimer's Research and Prevention Foundation
American Association of People with Disabilities
American Association on Health and Disability
American Civil Liberties Union
American Federation of State, County, and Municipal Employees (AFSCME)
American Friends Service Committee
American Muslim Health Professionals
American Public Health Association
American Speech-Language-Hearing Association
American Therapeutic Recreation Association
Americans for Tax Fairness (ATF)
Arizona Center for Economic Progress
Asheville NOW
Asian Pacific Islander Political Alliance

Asian & Pacific Islander American Health Forum
Asian Americans for Community Involvement (AACI)
Association for Frontotemporal Degeneration
Association for Women in Psychology
Association of People Supporting Employment First (APSE)
Autism Society of America
Autistic People of Color Fund
Autistic Self Advocacy Network
Autistic Women & Nonbinary Network
Bazelon Center for Mental Health Law
Black Californians United for Early Care and Education
Boston Health Care for the Homeless Program
Brain Injury Association of Arizona
Brain Injury Association of Colorado
Brain Injury Association of Iowa
Brain Injury Association of Louisiana
Brain Injury Association of Nebraska
Brain Injury Association of Ohio
Bridgercare
Buen Vecino
Building Healthy Communities - Kern
CA Alliance of Child and Family Services
California Alliance for Retired Americans
California Coverage & Health Initiatives
California Immigrant Policy Center
California PACE Association
California Pan-Ethnic Health Network
California Partnership to End Domestic Violence
California Physicians Alliance
California Primary Care Association Advocates
Campaign for a Family Friendly Economy
Care Can't Wait
Care For the Homeless
Care in Action
Care Share Health Alliance
Caring Across Generations

Catholics Vote Common Good
Celestria Health
Center for Caregiver Serenity Inc.
Center for Health Progress
Center for Law and Social Policy (CLASP)
Center for Public Representation
Central Iowa Center for Independent Living
Central NY NOW
Central Oregon Coast NOW
Centro de Amigos LLC
Cerebral Palsy Associations of NYS
CFPD-CO Fund for People with Disabilities
Charlottesville NOW (National Organization for Women)
Chicago Women Take Action
Child Care for Every Family Network
Child Health Equity Leadershp Team
Children's Action Alliance
Christ the King-St. Stephen
Circle the City
Citizen Action of New York
Citizen Action/Illinois
Citizens' Committee for Children of New York
Coalition for Social Justice Action
Coalition of CA Welfare Rights Organizations
Coalition on Human Needs
Colorado Coalition for the Homeless
Colorado Consumer Health Initiative
Colorado Cross DIsability Coalition
Colorado Fiscal Institute
Colorado Rare Disease Coalition
Common Coalition
CommunicationFIRST
Communications Workers of America (CWA)
Communities Actively Living Independent and Free (CALIF)
Communities United For Action
Community Change Action

Community Health Initiatives, Inc.
Community Self- Advocates Empowered
Congregation of Our Lady of Charity of the Good Shepherd, U.S. Region
Connecticut Citizen Action Group
Connecticut Voices for CHildren
Consumer Action
Contra Costa County NOW
Corporation for Supportive Housing
County Welfare Directors Association of California (CWDA)
Courage California
CPUSA
CRIL
Deaf Equality
Defensoras Patient Organizing Committee
Delaware CarePlan, Inc.
Delaware Coalition for Human Trafficking Survivors
Dementia Alliance of North Carolina
Democracy Out Loud
Democratic Messaging Project
Detroit Disability Power
Dignity Alliance Massachusetts
Disability Network of Mid MI
Disability Rights California
Disability Rights Education and Defense Fund (DREDF)
Disabled In Action of PA
Disabled Resources Center
Diverse Elders Coalition (DEC)
Down Home NC
DQIA! Disabled Queers In Action!
Drug Policy Alliance
Duffy Health Center
EAC Network
EAGER TO SERVE INC.
Early Education Leaders Institute
Easterseals, Inc.
Economic Opportunity Institute

Empire State Campaign for Child Care
End Child Poverty in California powered by GRACE
Enhanced Life Options Group
Ensuring Opportunity Contra Costa
Epilepsy Foundation of America
Equality California
Families Over Billionaires
Families USA
Family Health Centers at NYU Langone
Family Values @ Work
Family Values@Work Action
Family Voices National
Family Voices of California
Family Voices NJ
Finger Lakes Area Counseling & Recovery Agency (FLACRA)
First Maryland Disability Trust, Inc.
FL National Organization for Women
For All Families Oregon
Fore Women
Friends Committee on National Legislation
Georgia ADAPT
Georgia Council on Aging
Gerontological Society of America
GinaCare Community Services
Grand County Rural Health Network
Grantmakers In Aging
Greater Birmingham Ministries
Greater Mental Health of New York
Hand in Hand: The Domestic Employers Network
Hawaii Children's Action Network Speaks!
HD REACH
HealthCare Choices NY, Inc.
Hill Snowdon Foundation
HIV Medicine Association
HIV+Hepatitis Policy Institute
Holy Spirit Missionary Sisters, USA-JPIC

Home Grown
Homebase
Homeless Services United
Hoosier Action
Housing Works
Illinois Family Caregiver Coalition
Illinois Partners for Human Service
Indivisible CA: StateStrong
Infectious Diseases Society of America
Institute for Exceptional Care
Institute for Women's Policy Research
Interfaith Assembly on Homelessness and Housing
Iowa Occupational Therapy Association
James' Place Inc.
Jefferson City Area Indivisible (Missouri)
JLA Trust
Jobs to Move America
Just Us Women Productions, LLC
JustLeadershipUSA
Lakeshore Foundation
Leadership Alliance for Neurodevelopmental Disabilities (LAND)
League of Women Voters Metropolitan Des Moines
League of Women Voters of the United States
Liberty Resources Inc.
Life Plan of Kentucky, Inc.
Little Lobbyists
Little Lobbyists Oregon
LM Self Directed Services
Local Good Philadelphia
Long Beach Forward
Long COVID Justice
Long Island Center for Independent Living, Inc. (LICIL)
Long Island Volunteer Center
Los Angeles LGBT Center
Lutheran Services in America
Maine Center for Economic Policy

Maine Parent Federation
Maine People's Alliance
Maine Women's Lobby
Majdal: Arab Community Center of San Diego
Marin Center for Independent Living
Maternal and Child Health Access
mBOLDen Change
McDowell Access to Care and Health
MEAction
Medicaid Matters New York
Medicare Rights Center
Mental Health Partnerships- PA
Metro New York Health Care for All
MHP Salud
Michigan Disability Rights Coalition
Michigan Elder Justice Initiative
Michigan League for Public Policy
Michigan United
Middlesex County, NJ Chapter, NOW
MIRA/Mississippi Immigrants Rights Alliance
Missouri Jobs with Justice
MomsRising
Montana Chapter of the National Organization for Women
Multi-Faith ACTION Coalition
Muscular Dystrophy Association
National Academy of Elder Law Attorneys (NAELA)
National ADAPT
National Advocacy Center of the Sisters of the Good Shepherd
National Alliance for Caregiving
National Alliance for Direct Support Professionals
National Alliance on Mental Illness (NAMI)
National Alliance to End Sexual Violence
National Association for Family Child Care
National Association of Councils on Developmental Disabilities
National Association of Social Workers
National Coalition of STD Directors

National Consumer Voice for Quality Long-Term Care
National Disability Rights Network (NDRN)
National Domestic Workers Alliance
National Down Syndrome Congress
National Education Association
National Harm Reduction Coalition
National Health Care for the Homeless Council
National Health Council
National Indian Council on Aging, Inc.
National Latina Institute for Reproductive Justice
National Organization for Women - Connecticut State Chapter
National Organization for Women, Clackamas County Oregon Chapter
National Organization for Women, Columbia Area
National Organization for Women, Hollywood Chapter
National Organization for Women, Illinois
National Organization for Women, Missouri
National Organization for Women, New York City
National Partnership For Women & Families
National PLACE
National PLAN Alliance
National Prevention Science Coalition to Improve Lives
National Respite Coalition
National Women's Law Center Action Fund
NC Justice Center
NE Indiana NOW
NETWORK Lobby for Catholic Social Justice
Network of Jewish Human Service Agencies
New Jersey Citizen Action
New Mexico Center on Law and Poverty
New York Association on Independent Living (NYAIL)
New York Caring Majority
NHCOA
NJ Institute for Recovery and Reentry
North Carolina Caregiving Collaborative
North Carolina National Organization for Women (NC NOW)
North Carolina Serious Illness Coalition

Northern California Center for Well-Being
NOW
NOW Washington State
NRCIL
Oakland Forward Action Fund
Ohel Children's Home and Family Services
On Lok
Oregon NOW
Organization for Latino Health Advocacy
Organizing Rooted in Abolition Liberation and Empowerment (ORALE)
Oxfam America
Paid Leave for All
Parent Voices, California
Parents Helping Parents
ParentsTogether Action
PATH CT
PathPoint
PAVE
Pennsylvania Health Law Project
Pennsylvania Policy Center
Pennsylvanians Together in Action
People's Action Institute
Pisgah Legal Services
PLAN of CT
Plan of PA
PLAN of Southwest Ohio, Inc.
Planned Lifetime Assistance Network of New Jersey (PLAN|NJ)
Poder Latinx
Popular Democracy
Portland Buddhists for Justice
PPMD
Prevention Point Pittsburgh
Primary Record, Inc
Protect Our Care
Public Advocacy for Kids (PAK)
Putnam Progressives

Pyramid Healthcare
Raleigh NOW
RESULTS
Safety Net Activist/Safety Net Project
SAGE
San Francisco Community Clinic Consortium
San Francisco Senior and Disability Action
Saving Ourselves Foundation
Service Employees International Union (SEIIU)
Serving at risk families everywhere, Inc.
Shared Horizons, Inc.
Silver State Equality
Sister Carmen Community Center
Sisters Lead Sisters Vote
Skyline Village Chicago
Social Justice Collaborative
South Asian Network
Southeast Asia Resource Action Center (SEARAC)
SPAN Parent Advocacy Network
Special Needs Trust Foundation
State Innovative Exchange (SiX)
Staten Island Perinatal Network
Sundance SADC
Sunflower Community Action
Supportive Housing Network of New York
SURVIVORS of Torture, International
Symbiotic Strategies
TASH
TDIforAccess
Tennessee Caregiver Coalition
Texas Parent to Parent
The AIDS Institute
The Arc Community Advocates
The Arc Michigan
The Arc of California
The Arc of Eastern Connecticut

The Arc of Illinois
The Arc of Northwest Wayne County
The Arc of the US
The Asclepius Initiative
The Center for Rapid Recovery, Inc
The Children's Agenda
The Children's Partnership
The Commonwealth Institute for Fiscal Analysis
The Goddess Temple of Palm Springs
The Institute for Family Health
The Partnership for Inclusive Disaster Strategies
The People's Lobby
The Self-Direction Center
Treatment Action Group (TAG)
UDW
UHCAN Ohio
Union for Reform Judaism
United Spinal Association
Unity Fellowship of Christ NYC
Urban Pathways
Utah Commission on Aging
Venice Family Clinic
Virginia NOW
VOCAL-NY
VOCAL-US
Voice Buffalo
Voices for Utah Children
Voices of Health Care Action
Volunteers of America - Greater New York
VT CURE
We Are Down Home
WeBelong: Everywhere
Well Spouse Association
West Virginia HIV Academic Mentoring Partnership
Western Center on Law and Poverty
Westside Family Health Center

Wispact, Inc.
Women Employed
Workers Center for Racial Justice
World Relief California
WV Citizen Action Group
Wyoming Guardianship Corporation
Yakima Neighborhood Health Services
Zero To Three