

WHAT YOU NEED TO KNOW: SNAP Work Requirements

Most adults receiving SNAP benefits must follow general work rules. However, a specific group of recipients (referred to as able-bodied adults without dependents, or ABAWD) have a time limit on their benefits if they are not meeting work requirements.

Earlier this year, the One Big Beautiful Bill Act (H.R.1) changed who needs to meet work requirements to qualify for SNAP benefits.

Effective December 1, 2025: You are subject to the ABAWD work rules and the 3-month time limit if ALL of the following are true:

- You are between ages 18 and 64
- You do not live in a household with someone under age 14
- You are considered physically and mentally able to work

The Requirements

- ✓ **80 hours per month** (~20 hrs/week) of work, volunteer, or approved activities
- ✓ **3 months** of benefits if not meeting hours
- ✓ **36-month period:** January 2025 – December 2027

What Counts Toward 80 Hours?

- Paid work (full-time, part-time, gig work, self-employment)
- Unpaid work (unpaid or in exchange for housing, goods, or services)
- Volunteer work (nonprofit, church and religious organizations, community organization)
- More Than a Job NC (job training, education, supervised job search)
- Combination of any of the above to reach 80 hours

Good Cause: Miss Hours Without Penalty

If circumstances beyond your control prevent you from meeting 80 hours, tell your caseworker immediately. The month may not count against you. Examples include:

- Illness (yours or family member's)
- Childcare breakdown
- Transportation problems
- Household emergency

Need Help Meeting Requirements?

More Than a Job NC — Free job training, education, and work programs
Visit: ncdhhs.gov/morethanajob | Learn more: ncdhhs.gov/fns



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