

# NEW EMPLOYEE ELIGIBILITY FOR HEALTH BENEFITS

EMPLOYER SHARED RESPONSIBILITY UNDER THE AFFORDABLE CARE ACT

EFFECTIVE JANUARY 1, 2016

## Full-time temporary employee

30+ hours every week for more than 3 months and position is not seasonal

Eligible for health benefits as of first of the month following receipt of ESR eligibility certification form

Employing unit submits eligibility certification to HRRIS, employee receives eligibility notification

Employing unit pays university contribution to health benefits

## Variable hour temporary employee

Average of 30+ hours per week over 12 months (measurement period)

Eligible for health benefits as of 30 days after the end of the measurement period for the next 12 months (stability period)

Employee receives eligibility notification

Employing unit pays university contribution to health benefits

## Employee with multiple part-time U-M jobs

Average of 30+ hours per week total over 12 months (measurement period)

Eligible for health benefits as of 30 days after the end of the measurement period for the next 12 months (stability period)

Employee receives eligibility notification

Employing units split university contribution to health benefits proportional to earnings from each unit

*Notes: Hours worked in a work-study position are not counted during a measurement period per federal guidelines. "Health benefits" refers to medical and prescription drug coverage. This information is intended as illustration only. Additional circumstances may result in eligibility under ESR.*

*Contact (734) 615-2000 (option 1) with specific questions or visit [hr.umich.edu/esr](http://hr.umich.edu/esr). (Revised 02/18/16)*

# EXTENDED EMPLOYEE ELIGIBILITY FOR HEALTH BENEFITS

EMPLOYER SHARED RESPONSIBILITY UNDER THE AFFORDABLE CARE ACT

EFFECTIVE JANUARY 1, 2016

## Break in service less than 26 weeks

Benefits-eligible employee has a break in service (no hours worked) before returning to a benefits-ineligible job

Break in service is equal to or shorter than length of previous university employment, up to 26 weeks

Upon re-employment, employee may resume eligibility for health benefits through end of 12-month period (stability period), typically calendar year, regardless of scheduled hours

Employee receives eligibility notification

New employing unit pays university contribution to health benefits

## Reduction in hours or loss of benefits eligibility

Benefits-eligible employee reduces schedule or moves to a benefits-ineligible job

Employee may continue eligibility for health benefits through end of 12-month period (stability period), typically calendar year

Employee receives eligibility notification

Employing unit pays university contribution to health benefits

*Notes: Hours worked in a work-study position are not counted during a measurement period per federal guidelines. "Health benefits" refers to medical and prescription drug coverage. This information is intended as illustration only. Additional circumstances may result in eligibility under ESR.*

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