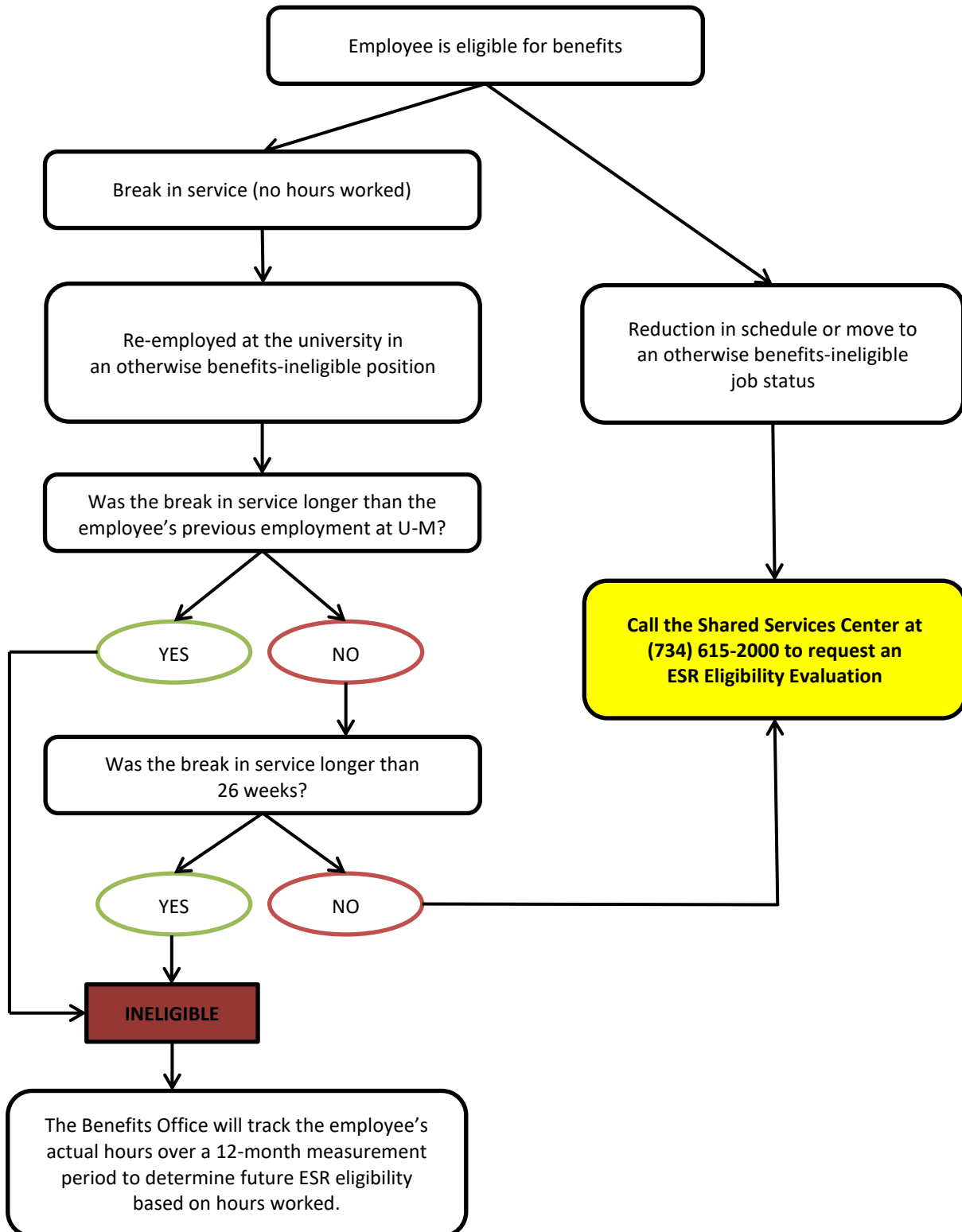


**HEALTH BENEFITS ELIGIBILITY AFTER A REDUCTION IN HOURS OR BREAK IN SERVICE**

Employer Shared Responsibility (ESR) • Affordable Care Act • Effective January 1, 2016



*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 06/2026 for digital accessibility.)*