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. (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

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