Employee is eligible for benefits

Break in service (no hours worked)

Re-employed at the university in an otherwise benefits-ineligible position

Reduction in schedule or move to an otherwise benefits-ineligible job status

Was the break in service longer than the employee’s previous employment at U-M?

YES

NO

Was the break in service longer than 26 weeks?

YES

NO

INELIGIBLE

The Benefits Office will track the employee’s actual hours over a 12-month measurement period to determine future ESR eligibility based on hours worked.

Call the Shared Services Center at (734) 615-2000 to request an ESR Eligibility Evaluation

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 03/29/2019)