HEALTH BENEFITS ELIGIBILITY FOR TEMPORARY EMPLOYEES

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

Is the temporary employee expected to work at least 30 hours per week for the duration of his/her appointment?

YES

Is the position expected to last more than 3 months?

YES

Is the position seasonal (lasting 6 months or less and beginning in the same part of each calendar year)?

NO

NO – Employee works variable hours or less than 30 hours per week in this position.

The Benefits Office will track the employee’s actual hours over a 12-month measurement period.

NO

YES

Did the employee average at least 30 hours per week over 12 months?

YES

ELIGIBLE UNDER ESR

The Benefits Office will offer the employee health benefits for the next 12 months, effective 30 days after the end of the measurement period.

NO

INELIGIBLE

ELIGIBLE UNDER ESR

The hiring department must complete the Employer Shared Responsibility Eligibility Certification form (hr.umich.edu/esr-form) and return it to HRRIS no later than 60 days following the date of hire or eligibility.

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)