

THE LAW

For employees that are not normally eligible for health care coverage (adjunct faculty, contract, temps, student employees) the Employer Shared Responsibility of the Affordable Care Act (ACA) states that we are required to measure their hours of service over a period of time ("measurement period"—AU will do a 12-month period). If during the measurement period it is determined that they have worked full time (30 hours or more per week—ACA definition), we must offer them the AU employee health care coverage immediately in the first year of employment. Future termination extension requirement. Subsequent employment years a

- o Adjunct faculty: we will use a 3:1 formula (there may be exceptions), therefore adjuncts are limited to teaching less than 10 credits per semester
 - o Temporary hourly staff: employment limited to less than 30 hours per week (there may be an allowance to allow 30 hours or more if working less than 3 months)
- x Student Employment