

# AFFORDABLE CARE ACT

## New Guidelines for Initial and Continuing Benefits Eligibility

Eligible Categories	Initial Eligibility Rules	Continuing Eligibility Requirement	What will be measured?	Standard Measurement Period	If not Eligible on DOH Initial Measurement Period 12 mo period starting w/DOH
<b>Group A - Appt Types:</b> 1: Contract 2: Regular/Career 3: Limited 5: Academicc 7: Partial Year/Career 8: Floater	Initial BELI Rules stay the same	17.5 avg wkly hrs of srv	If below 17.5, UCSF will change to a BELI 5 in Jan and benefits end Jan 31, 2016. ** UCSF will coordinate with CONEXIS to initiate COBRA packet to employee.	Monthly - Nov 1 - Oct 31 Biweekly -Nov 9 - Nov 7	<u>Initial appt less than 43.75%</u> - Not eligible (BELI 5)  *** After 12 mo, if @ 17.5 or above /wk - New PIE
<b>Group B - Appt Types:</b> 4: Casual/Restricted - Student Employees 6: Per Diems By Agrmt Appts Seasonal EEs	Must be 75% for 3 mos or more	30 avg wkly hrs of srv	If 30 or more, system will derive a BELI 4 eff Jan 1, 2016. ** Offer ltr sent to EE by UCOP ** AYS Online will open a Period of Initial Eligibility (PIE) for EE to enroll ** PIE is 31 days	Monthly - Nov 1 - Oct 31 Biweekly -Nov 9 - Nov 7	<u>Initial appt less than 75% /3mos</u> - Not Eligible (BELI 5)  *** After 12 mo, if @ 30 or above /wk - New PIE

What's NOT Changing?	
<u>1,000 hr rule/750 hr rule</u> Rolling hrs toward UCRP (and BELI 1) continues to apply  * System will continue to automatically assign BELI 1 and UCRP	<u>BELI Compliance Reports</u>  Continue to monitor reports for miss-assigned BELIs *** No longer monitoring for 17.5/hrs/wk in rolling 12 month period

Resetting Measurement Period
26 wks or more with no worked hrs New benefits stability period