Affordable Care Act Goals

- Required certain employers to offer medical insurance to employees
  - UC is considered an “applicable large employer” (ALE)

- Set minimum standards for employers determining eligibility for medical insurance
UC’s Interpretation of ACA

- Required UC to revamp eligibility for medical insurance effective 1/1/15

- UC did not limit eligibility changes to apply only to medical insurance
  - Eligibility changes applied to all benefits
    - Dental Insurance, Vision Insurance, Life Insurance, etc.
What Are the GIRs?

- Group Insurance Regulations (GIRs) Govern Eligibility for UC’s Health & Welfare Plans

- GIRs For Active Employees, Annuitants, and Postdoctoral Scholars
Where Can I Find Them?

Group Insurance Regulations

- Part I — Introduction (Preface, Definitions and Abbreviations)
  - Administrative Supplement to Part I
    - I-A Appeal Procedures
- Part II — General Eligibility Provisions
  - Administrative Supplements to Part II
    - II-A Eligibility Requirements
    - II-B Qualifying Retirement Plans for Employee Health & Welfare Eligibility
    - II-C Direct Payment of Premiums
    - II-D Continuation of Coverage — Overage Disabled Children
    - II-E Break in Service
    - II-F DepCare FSA Program for Academic Student Employees and Graduate Student Researchers
    - II-G Health Insurance Assignment Orders and National Support Notices
- Part III — Faculty/Staff Health and Welfare Benefits
  - Administrative Supplements to Part III
    - III-A Medical Plan Contingency Fund for Worker’s Compensation
    - III-B Medical Contribution Base
- Part IV — Annuitant Health & Welfare Benefits
  - Medical & Dental (Section 6000)
  - Medicare Coordinator Program
  - Legal
  - Vision
  - AD&D
- Part V — Postdoctoral Scholar Health and Welfare Benefits
Where Can I Find Them?

GIR Changes

- Eligibility for Health & Welfare benefits based on the ACA
  - Initial Eligibility
  - Continuing Eligibility

- ACA Terms Added to GIRs

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Initial Eligibility

- **ACA Requirements**
  - Employees who are considered “full-time” at Date of Hire (DOH) must be offered health insurance within 90 days of hire

- **GIR Interpretation**
  - Initial eligibility unchanged for “Group A Employees”
    - Full, Mid-level, Core Benefit Eligible Employees, awarded at DOH
Initial Eligibility

- **ACA Requirements**
  - Employees who are considered “full-time” at Date of Hire (DOH) must be offered health insurance within 90 days of hire

- **GIR Interpretation (cont.)**
  - Initial eligibility changed for Postdoctoral Scholars
    - Pre-ACA, 100% for 3 months OR 50% for 1 year or more, awarded at DOH
    - Post-ACA, 75% for 3 months or more, awarded at DOH
Initial Eligibility

● ACA Requirements
  — Employees who are considered “full-time” at Date of Hire (DOH) must be offered health insurance within 90 days of hire

● GIR Interpretation (cont.)
  — Initial eligibility changed for “Group B Employees”
    – Pre ACA, employees categorically ineligible for benefits
    – Post ACA, Core Benefits offered if 75% for 3 months or more, awarded at DOH
Initial Eligibility

- Group B Employees
  - Graduate Students
  - Undergraduate Students
  - UNEX
  - Seasonal Employees
  - Employees paid “by-agreement”
Initial Eligibility

- Beginning Benefits Eligibility (BBE)
  - A period of time between the employee’s or postdoc’s start date at UC until December 31, following the completion of a Standard Measurement Period
  - Applies to employees or postdocs who are **eligible** for employee or postdoc benefits based on initial appointment percentage and duration
Initial Eligibility

Initial Measurement Period (IMP)

- A period of time between an employee’s or postdoc’s start date at the UC and the employee’s or postdoc’s one year start date anniversary

- Applies to employees or postdocs who are ineligible for benefits based on initial appointment percentage and duration
Initial Eligibility – IMP

Group A Employee Hired at 40% for 2 years on 2/1/2019, initially ineligible for benefits

|----------|---------|----------|----------|------------|------------|----------|----------|----------|---------|----------|---------|----------|----------|----------|---------|----------|-----------|----------|---------|----------|---------|---------|----------|---------|---------|----------|

**Employee’s DOH**

**Initial Measurement Period**

Results of IMP determine eligibility from 3/1/20 onward
Initial Eligibility – BBE

Postdoc Hired at 50% for 2 years on 2/1/2019, initially eligible for postdoc benefits

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**Beginning Benefits Eligibility**

Postdoc's DOH
Reassessment

- ACA: All employees must have their eligibility for benefits re-evaluated
- Re-evaluations occur at end of IMP or Standard Measurement Period (SMP)
  - Employees with BBE measured at SMP
- On-going eligibility will be solely based on results of re-evaluation
Reassessment

- Standard Measurement Period (SMP)
  - A period of time lasting one year; the measurement results determine on-going eligibility or ineligibility for benefits
  - Takes place annually from November 1 to October 31 of the following year
    - Note: Bi-weekly Employees Dates Change Every Year
Reassessment

- IMP and SMP calculate an employee’s or postdoc’s Average Weekly Hours of Service (AWHS)

- Average Weekly Hours of Service
  - The total amount of “hours worked” by the employee or postdoc during the IMP or SMP, divided by the number of weeks in a year
Reassessment

- Group A: 17.5 AWHS
- Group B: 30 AWHS
- Postdocs: 17.5 AWHS
Reassessment

- If employee or postdoc does not meet IMP or SMP threshold:
  - Benefits terminated, or
  - Remains ineligible for benefits

- If employee or postdoc meets or exceeds IMP or SMP threshold
  - Benefits newly awarded, or
  - Benefits continued
Reassessment

*Stability Period*

— A period of time lasting one year for which employees or postdocs remain either eligible or ineligible for benefits, based on IMP or SMP results

— Employees and postdocs who clear AWHS threshold deemed eligible for Stability Period

— Employees and postdocs who do not clear AWHS deemed ineligible for Stability Period
Continuous Eligibility/Ineligibility

● Administrative Period

— A period of time between the conclusion of the IMP or SMP and corresponding Stability Period

— During this time, UC reviews employee’s or postdoc’s record to determine AWHS and notifies the employee or postdoc of eligibility or ineligibility.
### Initial Measurement Period & Stability Period

|--------------|----------------------------|-----------------|-----------------------------|-----------------------------|-----------------------------|

For the Initial Measurement Period, the Department of Health (DOH) requires that postdocs meet or exceed an average of 17.5 hours per week. If the threshold is met, benefits are offered for the Stability Period. If not, the postdoc remains ineligible. The measurements are taken over the respective periods as indicated.
### Standard Measurement Period & Stability Period

|---------|---------|---------|---------|-----------|-----------|----------|----------|----------|----------|-----------|----------|----------|----------|---------|---------|-----------|-----------|----------|----------|----------|----------|-----------|----------|----------|----------|----------|-----------|----------|----------|----------|----------|-----------|

**Beginning Benefits Eligibility**

- **DOH 2/1/2019, 50% 2 years**
- **2018 – 2019 Standard Measurement Period**
  - Cannot measure until employed for entire Standard Measurement Period
- **2019 – 2020 Standard Measurement Period**
  - Measure here. If Average Weekly Hours of Threshold meets or exceeds 17.5 hours, benefits continue for 2021 stability period. If not, benefits end 12/31/2020
- **2020 – 2021 Standard Measurement Period**
- **2021 Stability Period**

*Human Resources*
Questions?
Changes to Appointment After Hire

- Reduction in FTE and/or Duration
  - Reduction in FTE and/or duration for employees or postdocs who are in a BBE or Stability Period will not affect current eligibility
  
  - HOWEVER, the reduction in FTE should lead to a reduction in working hours that count towards AWHS, making it harder to clear threshold and keep benefits
Changes to Appointment After Hire

- Increase in FTE and/or Duration
  - Increase in FTE and/or duration for employees or postdocs who are currently ineligible will have their eligibility re-evaluated based on increased appointment
  - Increase in FTE and/or duration that result in a new or higher benefit package will be awarded to employee or postdoc
    - Ex. Employee acquires another appointment, employee has their current FTE increased
Changes to Appointment After Hire

Increase in FTE and/or Duration (cont.)

- Increase in FTE and/or duration **that do not result in a new or higher benefit package** will have no effect on the employee’s or postdoc’s current eligibility

  - Ex. Full Benefits eligible employee with .5 FTE indefinite appointment. Employee has their FTE increased to 1. This will have **no impact** on the employee’s eligibility. But employee will gain additional hours that will count towards meeting AWHS threshold and retaining benefits.
Separations and Rehire

● Pre-ACA
  — Eligibility based on rehire appointment FTE and duration

● Post-ACA
  — If time between separation and rehire is 26 weeks (6 months) or more, evaluate eligibility based on rehire appointment FTE and duration
Separations and Rehire

Post-ACA (cont.)

If time between separation and rehire is less than 26 weeks (6 months), evaluate eligibility based on:

- Active Stability Period or BBE at Rehire,
- Rehire Appointment FTE and Duration,

AND

- Rehire Appointment Group (Group A vs. Group B)
Separations and Rehire

- Post-ACA (cont.)
  - Ex. A Full Benefits Eligible Employee is separated on 1/31/22, rehired on 7/1/22 at 33% for a year
    - Rehire appointment does not meet eligibility
    - Employee retains eligibility during 2022 Stability Period
    - Employee is offered **Core Benefits Package** at rehire
Questions?