New Hire (Fixed – Term Faculty, Temps, On-Calls, Project Pay and Hourly Student Employees) as of January 1, 2015

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Is the employee a temp or fixed-term faculty AND the department expects to employ them at 75% or more for at least 90 days?

*Student employees, On-Calls, and Project Pay employees will always be considered variable hour employees.

YES

Employee is immediately eligible for mandated insurance the first of month following hire date or change of status. Department is charged if employee is eligible regardless if employee actually enrolls. Employee also starts a one-year IMP beginning the first day of the month following hire.

IMP begins the first day of the month following hire date. *Example – employee begins 07/15/2015. IMP begins 08/01/2015 through 07/31/2016.

After hire and during the IMP, is there a change of status increasing the temp or fixed-term faculty employee to 75% or greater for at least 90 days?

NO

Department continues to be charged through the IMP. *Once the employee is hired, they will also be measured over each calendar year as part of a standard measurement period. If the employee meets eligibility due to their standard measurement period, the department will continue to be charged past the IMP.

YES

After hire and during the IMP, is there a change of status decreasing the temp or fixed-term faculty employee to <75% for at least 90 days?

NO

Employee’s eligibility ends the last day of the month of the status change. Department will stop being charged beginning the first of the month following the status change. IMP continues.

YES

At the end of the IMP, did the temp, project pay, fixed-term faculty, or variable hour employee get paid an average of 30 hours/week?

NO

NO

SBP begins immediately after the Initial measurement period. Department(s) which currently employs the employee during the SBP is charged if employee is eligible regardless if employee actually enrolls. Example – IMP ends 07/31/2016. SBP begins 08/01/2016 and ends 07/31/2017.

YES

Employee does not qualify for the SBP and is not eligible for mandated insurance. Department is not charged.

Legend:

IMP – Initial Measurement Period – A one-year period that begins the first of the month following a new employee’s begin date. At the end of this period, the employee’s paid hours are measured to determine mandated insurance eligibility.

SBP – Stability Period – A one-year period in which the employee is eligible for mandated insurance that immediately follows a measurement period.

SMP – Standard Measurement Period – A one-year measurement period that begins each January 1.

*employees hired on the first day of the month will have their IMP begin on that day.