



In accordance with the regulations implementing the employer-shared responsibility requirements of the Affordable Care Act, the University of Illinois determines eligibility of employees as follows:

(1) Employees eligible for coverage on the effective date of coverage under the plan:

Employees designated as variable-hour employees across University employee classifications (including undergraduate and graduate student employees and other temporary, intermittent, irregular employees, variable hour or contingent faculty, civil service and academic staff) who average at least thirty (30) hours of service per week during a standard twelve (12) month measurement period ending annually on October 2<sup>nd</sup>.

(2) Employees eligible for coverage on the effective date of coverage under the plan or first day of service, whichever is later:

- (a) Employees hired to fill a job vacancy who, as of the date of hire, are expected to average at least 30 hours of service per week.
- (b) Employees holding a J1 or F1 visa who average at least thirty (30) hours of service per week, but have not met the “substantial presence” test.

(3) Employees eligible to participate in annual open enrollment for coverage effective on the first day of the plan year following that open enrollment period:

Ongoing employees designated as variable-hour employees across University employee classifications (including undergraduate and graduate student employees and other temporary, intermittent, irregular employees, variable hour or contingent faculty, civil service and academic staff) who average at least thirty (30) hours of service per week during a standard twelve (12) month measurement period ending annually on October 2<sup>nd</sup>.

(4) Employees eligible for coverage upon conclusion of an eleven (11) month initial measurement period:

New employees designated as variable-hour employees across University employee classifications (including undergraduate and graduate student employees and other temporary, intermittent, irregular employees, variable hour or contingent faculty, civil service and academic staff) who average at least thirty (30) hours of service per week during an initial eleven (11) month measurement period beginning on the first day of the month following the first day of service.

## SYSTEM HUMAN RESOURCE SERVICES