

Affordable Care Act

Impact on Campus



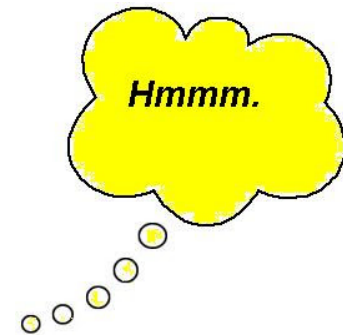
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October 6, 2015



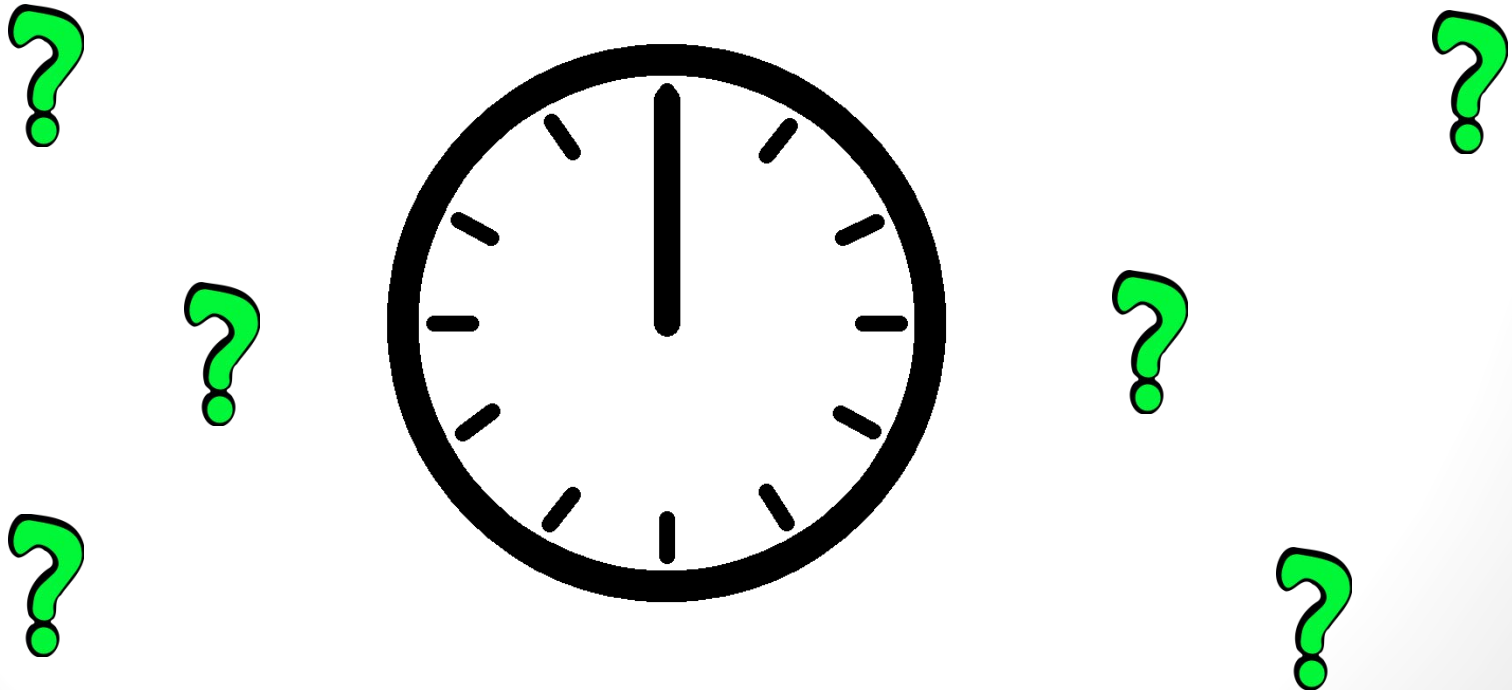
Employer Mandate; What it Means for Higher Ed

- Must provide affordable health to full time employees (FTEs)
- Average of at least 50 FTEs = most are “Large Employers”
- But who are *really* full time employees???
 - 30 hours per week



Employer Mandate; What it Means for Higher Ed

- 30 hours per week? But we don't count hours!
- Adjunct (part-time) faculty
 - How to treat the credit-hour conundrum

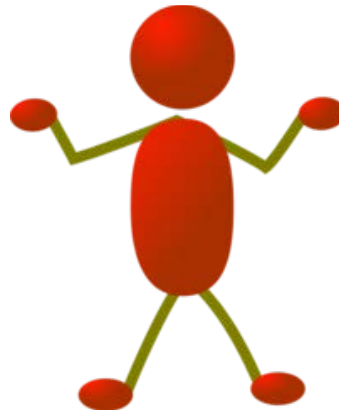


Credit-Hour Conundrum!

- History of the Discussion
 - March of 2013 - NACUBO and 8 others submitted letter to IRS outlining concerns
 - Represented 4,300 two-year and four-year public and private colleges and universities
 - What do we do? Help us out!
 - Adjunct Faculty
 - Student Workers
 - IRS gave reprieve until 2015... and that's it!
 - So.....

Credit-Hour Conundrum!

- Final Rules provided on February 10, 2014
 - Proposed rules directed use of a reasonable method consistent with purposes of ACA
 - Preamble provides suggestion incorporating classroom and non-classroom required time
- Must then determine who is a full-time (over 30 hour/week) employee
 - **No exemption identified for graduate research or teaching assistants



Credit-Hour Conundrum!

- Communication is key!
 - What are your present and future needs?
 - Who are your decision makers?
 - Human Resources, College/Department Leaders, University/System Leaders
 - Budgets, Academic, Legal, Accounting
- Spirit of the law
 - Providing for employees
 - Fair to all employees
 - Health and Welfare
- Technology can help
 - Tracking hours
 - Track faculty/non-teaching employees/student workers

Reference

- Center for Digital Education. "The New Credit Hour: Higher Education and the Affordable Care Act." *Kronos Incorporated*. ERepublic, 2013. Web. 24 Sept. 2015.
- "NACUBO." : *Affordable Care Act: Final Rules on Coverage for Adjuncts and Students*. National Association of College and University Business Officers, 18 Feb. 2014. Web. 24 Sept. 2015.