



Affordable Care Act

Policy HR 05.36

Board of Trustees Approval Date: 10/23/14

Revision Date(s):

Revision Responsibility: President

Comments: North Carolina General Statute 135, Article 3B

The Patient Protection and Affordable Care Act (ACA) was signed into law on March 23, 2010. With this implementation, Mitchell Community College will act in accordance with the standards and definitions of requirements as stipulated by the law. Any future mandated changes will be adopted accordingly.

Eligibility

Pursuant to the provisions of the ACA, the College must offer health insurance to all employees who work an average of 30 or more hours per week during the Measurement Period. The North Carolina General Assembly has established the eligibility criteria for participation in the State Health Plan. Part-time faculty or staff who work an average of 30 hours or more weekly over the Measurement Period will be ACA-eligible for the State Health Plan.

Reporting Hours Worked to Determine ACA Eligibility

For ACA eligibility, all hours worked must be counted for all positions with the College. Payroll determines what work hours count toward ACA eligibility and the application of rules regarding breaks in service.

Re-hired State retirees employed in a position that makes them ACA-eligible would not be eligible for the retiree health insurance. Retirees will be offered the active employee coverage.

All employees, including student employees, who are not eligible for benefits will either be required to report hours worked weekly or will have hours identified to determine ACA eligibility during each period. The rate of pay for employees is not affected by any hours reported pursuant to this policy to determine ACA eligibility.

Enrolling/Opting Out of the Health Plan

At the time of eligibility, employees will choose to either enroll or opt out of the State Health Plan coverage. If an employee declines coverage for the plan year, they cannot enroll again until the next annual enrollment period or if a qualifying event occurs.

While on campus this policy can be viewed by accessing Human Resources on SharePoint.