

AFFORDABLE CARE ACT

Measurement Period: If employees work an average of 30 hours or more during the measurement period, they must be offered health insurance.

Administrative Period: The Administrative Period follows the Measurement Period. This is when eligible employees will be notified and are able to enroll in health insurance. The Standard Administrative Period is 3 months and the Initial Administrative Period is 1 month

Stability Period: The Stability Period follows the Administrative Period and must be as long as the Measurement Period. An employee who works an average of 30 hours during the Measurement Period must be able to have health insurance during the entire Stability Period as long as he/she is still active.

EXISTING EMPLOYEES (employees active as of July 1, 2014)

2014						2015						2016						2017																	
jul	aug	sep	oct	nov	dec	jan	feb	mar	apr	may	jun	jul	aug	sep	oct	nov	dec	jan	feb	mar	apr	may	jun	jul	aug	sep	oct	nov	dec	jan	feb	mar	apr	may	jun
Standard Measurement Period 7/1/14 - 3/31/15 (Is employee averaging 30 hours per week during this time?)						Std. Admin. Pd. (review & enroll period)						Standard Stability Period 7/1/15-6/30/15 (If the 30-hour threshold is met during the measurement period, the employee must be offered health insurance for this entire 12-month period)																							
																								Standard Measurement Period 04/1/15 - 3/31/16 (Is employee averaging 30 hours per week during this time?)						Std. Admin. Pd. (review & enroll period)					

NEW VARIABLE HOURS EMPLOYEES (employees hired after July 1st 2014)

2014						2015						2016						2017																	
jul	aug	sep	oct	nov	dec	jan	feb	mar	apr	may	jun	jul	aug	sep	oct	nov	dec	jan	feb	mar	apr	may	jun	jul	aug	sep	oct	nov	dec	jan	feb	mar	apr	may	jun
Initial Measurement Period 09/1/14 - 08/31/15 (Is employee averaging 30 hours per week during this time?)						Init. Admin. Pd.						Initial Stability Period 10/1/15-9/30/16 (If the 30-hour threshold is met during the measurement period, the employee must be offered health insurance for this entire 12-month period)																							
																								Standard Measurement Period 04/1/15 - 3/31/16 (Is employee averaging 30 hours per week during this time?)						Std. Admin. Pd. (review & enroll period)					