



UNIVERSITY OF NORTH CAROLINA
WILMINGTON

FREQUENTLY ASKED QUESTIONS – AFFORDABLE CARE ACT

What's changed for 2015?

If you hire a new temporary employee on or after January 1, 2015, and you expect them to work 30 or more hours for 3 or more consecutive months, then the employee must be offered the High Deductible Health Plan (HDHP) at the beginning of their employment. Please contact the HR Benefits team with name and start date. The Benefits team will ensure employees are offered and understand the HDHP plan. If you expect January 2015 new hires to work less than 30 hours, HR will monitor them for eligibility.

The January 1, 2015 rule only affects newly hired temporary employees (employees that have never worked for the university before or employees who have had a break in service longer than 26 weeks).

HR is monitoring employees hired prior to January 1, 2015 for eligibility. In the event that an employee meets the eligibility requirements, HR will be in touch with the department and the employee.

If you employ a rehired retiree, keep their hours below 30 hours a week or they will lose their retiree health benefits.

What do I need to do as a hiring official?

1. Be aware of the new January 1, 2015 rule (above).
2. Contact HR if you have questions on eligibility.
3. Enter information into HR Online accurately. For HR Online training, please contact your business officer.

Do I need to monitor temporary employees?

No. HR is monitoring all temporary employees (faculty, staff, graduate students, and under graduate students). HR will notify the department in the event that an employee has met the eligibility requirements.

Helpful Links

CUPA News: <http://www.cupahr.org/news/item.aspx?id=10480>

High Deductible Health Plan Information: <http://www.shpnc.org/HDHP.aspx>

HUMAN RESOURCES

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