

**ACADEMIC AFFAIRS COUNCIL**

**AGENDA ITEM: 5.D**

**DATE: April 3, 2013**

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**SUBJECT: Implementation of the Affordable Care Act**

Ms. Basel has been meeting with AAC to lay out issues facing the system as the Affordable Care Act is implemented. As she has stated, the rules setting process is under way so the system and the campuses need to be paying attention as issues are defined. Since the ACA requires employers to provide insurance for those working more than 30 hours/week, those writing the rules are struggling to define what three- quarters time means.

To help the campuses frame the issue, a report is being generated that will identify all employees that are half-time or more but less than full-time. Confounding this a bit more, we need to be aware that part-time employees at multiple institutions may be eligible for coverage if they are in total more than three-fourths time, this too will need to be tracked. This will be the universe that the system needs to consider as we work forward. This information will be shared with the campuses to determine how many individuals are included as well as if there are clearly identified cohorts that can be used to shape implementation strategies.

In addition, during the February AAC meeting, it was stated that this could also involve student-employees. Members were asked to discuss this on campus to determine if there are cohorts that should be reviewed to determine if student employees could fall into this pool. If the Council believes there could be some issues here, we can also see if we can get background data on these cohorts.

It is critical that campus discussions continue. Board staff recommend that representatives from academic affairs, business affairs and HR talk about this implantation. As Ms. Basel mentioned, this requirement of the ACA kicks in on January 1, 2014 so contracting decisions made in the next few months will fall under this Act.

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**RECOMMENDED ACTION**

Discussion.