

Overview

Purpose:

- To assess the UA's compliance with mandatory retirement plan eligibility and participation requirements.
- Period audited fiscal year 2010-2011.

Eligibility:

- Employees who worked 20 or more hours per week for 20 or more weeks in the fiscal year, and
- Student workers enrolled in fewer than 6 credit hours who worked 20 or more hours per week for 20 or more weeks in the fiscal year.

Results:

- The University is required to pay retirement contributions on these individuals' behalf and notify them that they must make contributions on their own in order to be eligible for service credit.
- 21 Colleges and 92 departments were invoiced

Latest News

- Dissertation Credit Hours

Graduate student dissertation credit hours were not initially considered. The UA requested an additional review, resulting in removing Grads who had 1 – 3 units/credits “in progress”.

Those affected Colleges were issued revised invoices.

- Post-Secondary student workers

Definition by Social Security Administration; Section 218: Students enrolled and regularly attending classes at the school, college or university **where they are working.**

This is resulting in an evaluation of what relationship post-secondary students carry with the University.

Looking Ahead

- Additional self audits for FY2012 and FY2013 are currently in process.
- Working on UAccess Analytics dashboards – currently student worker dashboard is being tested.
Additional dashboards to be developed.
- Student workers policies – under consideration.
- Interaction with the Affordable Care Act (ACA) – The ACA brings additional need of reviewing and assessing all non-benefit eligible hired employees.

Key Concepts

Effective Date: **January 1, 2015**

“**Applicable large employers**” must be offer their full-time employees and their children affordable health care

Full-time = 30 hours per week

Affordable = A health insurance premium that is no more than 9.5% of the employee’s household income.

Penalties = \$2000 annually per employee (including those offered coverage)



Current ADOA Eligibility

20 hours a week for 6 months
or more

Good news: Most employees working 30 hours per week are already receiving benefits.

Non-Benefits Eligible Employees

Variable hour employees

Measurement period: “Look back” 3-12 months to determine if employee is working an average of 30 hours a week

- **UA Measurement period: October 1 – September 30 each year**

Administrative period: 3-month period for notification and enrollment

- **UA Administrative period: October 1 – December 31 each year**

Stability period: Period of time an employee must receive health insurance if he/she worked an average of 30 hours per week during the measurement period

- **UA Administrative period: January 1 – December 31 each year**

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Trading Adjuncts

May 7, 2013 - 3:00am
By Carl Straumsheim

Public institutions in northeastern Ohio, squeezed by upcoming guidelines that will limit how many credit hours their adjuncts can teach, are encouraging departments in the same disciplines to share the names and qualifications of their part-time instructors with one another. But adjunct advocates say they fear some instructors could be blackballed from teaching altogether, and that the inter-university cooperation could violate U.S. antitrust laws.

Many institutions are **capping adjuncts' workloads** to avoid having to provide them with health insurance once a provision of the Affordable Care Act goes into effect next year. Although the Internal Revenue Service has yet to finalize the guidelines governing how colleges and universities should count how many hours of actual work one credit hour constitutes, several institutions have grown tired of waiting.

At the University of Akron, adjuncts will only be able to teach 8 credit hours beginning this fall, down from 12 before. The announcement **sparked a demonstration** last week as adjuncts protested what they see as the university refusing to give equal pay for equal work. But the cap also hurts the institutions: Reduced workloads means Akron likely won't be able to satisfy student

Adjuncts

We must use a “reasonable method” to calculate adjunct hours.

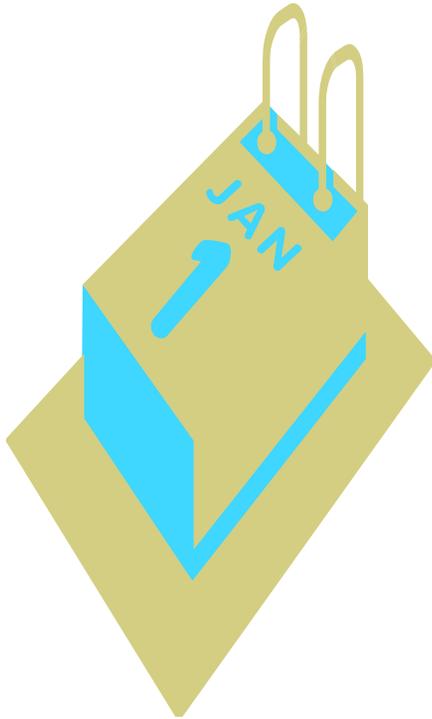
15 credits = 40 hours a week

15 credits X .75 (30 hours) =
11.25 credits

Student workers are exempt
from ACA, right?

Actually, NO!

Transitioning to 2015



First Measurement period:

October 1, 2013 – September 30, 2014

First Administrative period:

October 1, 2014 – December 31, 2014

First Stability period:

January 1, 2015 – December 31, 2015

Tracking tools in development

Staying Safe

ASRS and ACA

Student employees with 5 or less credits: Limit to 19 hours per week.

Student employees with 6 or more credits: Limit to 27 hours per week.

Stay true to an employee's FTE.