



FLORIDA STATE UNIVERSITY  
OFFICE OF HUMAN RESOURCES

An important message from FSU Office of Human Resources

**This message has been approved by Sarah Mirkin, HR Communications Manager, for distribution to all Department Representatives.**

The Office of Human Resources is very pleased to announce that, starting January 1, 2017, more OPS employees will be eligible for insurance benefits.

Previously, due to the State of Florida's interpretation of the Affordable Care Act (ACA), OPS employees who came to FSU from other state agencies or Florida SUS schools were not eligible for ACA insurance coverage unless they had a full 26-week break in service from their past state employment. This rule sometimes meant that even if an OPS employee with past state employment was hired to work over 30 hours per week at FSU, they had to wait a full year before they could enroll in insurance benefits.

Our office has been concerned about the impact of this interpretation of the ACA on new OPS employees, those being promoted, or those with an FTE change. FSU Human Resources brought this issue to the attention of the State of Florida and advocated for change.

We are happy to tell you that we were successful. The State has revisited their previous rule that prevented OPS employees with certain qualifying changes to enroll in coverage.

- **Beginning January 1, 2017, OPS employees (including Postdoctoral Scholars) will be eligible for insurance coverage if they are expected to work 30 hours per week (or more) on average at FSU, even if they are coming from another state agency or SUS school.**
- This is true even if it is past the "new hire measurement period."
- They can also request an early effective date for health insurance coverage – meaning health insurance coverage can begin the first day of the month after their hire date, as long as they sign up for coverage the month they are hired.
  - For example, if an OPS employee is hired on August 2 and applies for health insurance coverage in August with an early effective date, the employee's coverage could begin on September 1.
- The employee's request for insurance coverage must be made within 60 days of the qualifying status change (hire, promotion, FTE change).

We are so pleased that our efforts to change this rule were successful, as it will allow postdocs and other OPS employees to get coverage without having to wait for a measurement period!

When you have employees in this situation, please work with Human Resources to make sure your employees get enrolled.

**Questions?** Contact the HR Benefits Office at [insurance@fsu.edu](mailto:insurance@fsu.edu) or (850) 644-4015.