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## Affordable Care Act (ACA) Break in Service

- Any move to/from SUS\* OPS (referred to as OPS SUS in chart below)  $\geq$  26 weeks
- Any salary to salary move (regardless whether agency or university)  $\geq$  one full calendar month

From	To	Break	Treatment
OPS SUS	OPS SUS	0 days < and <26 weeks	Previous eligibility status and elections reinstated unless new measurement was conducted on employee for 1/1/*NY then that measurement drives treatment (i.e., reinstatement of eligibility status and elections or not eligible).
		$\geq$ 26 weeks	Treat as new hire. If expected to work $\geq$ 30 hours, eligible and new hire QSC event. If expected to work <30 hours, not eligible.
OPS SUS	Salary	0 days < and <26 weeks	Previous status and elections are reinstated and employee has QSC event to enroll in optional life (if enrolled in basic life) and in the health care FSA ONLY.
		$\geq$ 26 weeks	Treat as new hire.
OPS	OPS SUS or Salaried SUS	0 days < and <26 weeks	Previous eligibility status and elections reinstated unless new measurement was conducted on employee for 1/1/NY then that measurement drives treatment (i.e., reinstatement of eligibility status and elections or not eligible).
Salary	Salary	<1 full calendar month (e.g., March)	Previous benefits reinstated; no QSC event.
		>1 full calendar month (e.g., March)	Treat as new hire.
Salary	OPS SUS	0 days < and <26 weeks	Previous eligibility status is continued unless new measurement was conducted on employee for 1/1/NY then that measurement drives treatment (i.e., reinstatement of eligibility status and elections or not eligible)

\*SUS – State University System

\*NY – New Year