



FLORIDA STATE UNIVERSITY
 OFFICE OF HUMAN RESOURCES
 282 Champions Way
 PO Box 3062410
 Tallahassee, FL 32306-2410
 Phone: (850) 644-4015
 Fax: (850) 644-7041

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