Update on Health Care Reform and Part-Time Employees

Adjuncts

The General Assembly has approved Governor McDonnell’s amendment to the budget language regarding the Affordable Care Act (ACA) and how adjunct hours are calculated. The amendment reads:

“…Adjunct faculty at institutions of higher education may not (a) work more than 29 hours per week on average over a twelve month period, including classroom or other instructional time plus additional hours determined by the institution as necessary to perform the adjunct faculty's duties; or (b) meet or exceed, on average over a twelve month period, 75% of the course load for a full-time non-tenure-track teaching faculty member at that institution…”

The method to calculate the total hours worked by an adjunct faculty is to credit adjunct faculty members with one hour of teaching in the classroom and two hours of work outside the classroom for each credit hour. This approach provides a reasonable approximation as well as predictability and ease of administration.

Since we do not know the standard measurement period (calendar year or academic year), please be mindful of the cumulative impact of your adjuncts’ total hours. Additional work outside of teaching will still need to be calculated as part of the overall limit to the 29 hours worked on average.

Adjunct faculty hours worked will be calculated as follows:

1-credit hour will equal 3 hours worked (1 hour in classroom and 2 hours non classroom)

Examples:

1. 3-credit hours will equal 9 hours of work

   Adjunct A teaches 3 3-credit courses. This will mean 27 hours worked which keeps Adjunct A under the 29 hour limit.

2. 4-credit hours will equal 12 hours of work

   Adjunct B teaches 1 3-credit course (9 hours) and 1 4-credit course (12 hours). This will mean 21 hours worked which keeps Adjunct B under the 29 hour limit.

3. Over 29 hour limit
Adjunct C teaches 1 4-credit course (12 hours) and 2 3-credit course (18 hours). This will mean 30 hours worked which places Adjunct C over the 29 hour limit. Adjunct C cannot teach all 3 classes.

4. Adjuncts with additional assignments

Adjunct D teaches 2 3-credit courses (18 hours) and is working on developing curriculum content (12 hours/week). This means 30 hours worked which places Adjunct D over the 29 hours limit. Adjunct D cannot work on the additional assignment.

Non-student wage employees

Non-student wage employees will not be allowed to work more than 29 hours on average per week over a twelve month period. We are still waiting on guidance as to what the standard measurement period will be.

Student part-time employment and the Affordable Care Act

We are waiting for responses to comments made to the U.S. Department of the Treasury and the Internal Revenue Service asking to adopt safe harbor methods which higher education employers may use for determining when students work on campus. We will communicate the response from the federal agencies as soon as we have an update.

April (and one for May!) Calendar Notes:

Just a few dates to put on your calendar regarding some upcoming Mason and national events:

- **New!** April - Distracted Driving Month - Did you know that in 80% of crashes and 65% of near crashes, inattentive driving occurred within 3 seconds of the crash? That texting is 6 times more likely to cause a crash than drunk driving? Help spread the word -- Buckle Up, Phone Down. For more information please visit [http://www.drivesmartva.org/](http://www.drivesmartva.org/). More facts on distracted driving are available on [Drive Smart's brochure](http://www.drivesmartva.org/).

- **New!** Today - Tuesday, April 9, 5:30 pm at the Aquatic and Fitness Center - Mason Recreation Running Clinic - Join Kelly Clawson, RRCA Certified Running Coach as she addresses getting started, choosing a goal, making training plans, your gear, running form, cross training and more.

- **Friday, April 12** - "Next Steps: Plan for Your Retirement" - If you are within 5 years of retiring, this seminar is a gem. Hear from the experts from VRS, TIAA-CREF, Fidelity, Osher Lifelong Learning and more! Register at [http://hr.gmu.edu/learning](http://hr.gmu.edu/learning).

- **Deadline Extended!** Friday, April 19 - Deadline to participate in *The Chronicle of Higher Education*’s Great Colleges to Work For Survey. 900 faculty and staff (including 300 adjunct faculty) were randomly invited to complete the survey by Provost Stearns
and Senior VP Davis. The survey is confidential but the aggregate results are shared with Mason. This is a great opportunity to help us benchmark Mason to our university peers around the nation.

- **New!** Tuesday, April 16 - Health Care Decisions Day - No matter your age, it's always a good idea to have your wishes documented and to review your choices on a regular basis. This is a great time to suggest to your faculty and staff that they review the choices they've already made in such areas as:
  
  - Insurance and retirement beneficiaries
  - Wills
  - Advance Directives

For those faculty and staff who haven't yet made choices, Tuesday, April 16th is National Health Care Decisions Day. While the topic isn't one any of us like to think about, making choices about who you would like to represent your interests should you be unable to do so for yourself is actually a gift to your loved ones. Making these choices before something happens to you empowers them to help you if you can no longer help yourself. Additional information is available at [National Health Care Decision Day](#). Another helpful resource on aging and retirement issues in Virginia is [Senior Navigator](#).

- **New!** Wednesday, April 17 - Life Planning Seminar with Rizna Ahmed and Courtney Ashmore - "Getting the Most Out of Your Mason Benefits Package", noon - register at [http://hr.gmu.edu/learning](http://hr.gmu.edu/learning), [Spring Life Planning Seminar Schedule](#)

- **New!** April 17, 2:00-6:00pm, Aquatic and Fitness Center - Mason Recreation Fitness Screening Event - Learn more about Mason dining programs and events and meet Lois Durant, Mason Dining's Dietitian to discuss health eating around campus.

- **New!** Wednesday, April 24 - Denim Day - Our colleagues in Wellness, Alcohol and Violence Education and Services & Women & Gender Studies would like to spread the word about Denim Day - Each April we celebrate "Denim Day" as a way of raising awareness about violence against women as as a way of protesting the victim blaming that so often accompanies this violence. On Wednesday, April 24th wear denim to raise awareness around sexual violence issues and support survivors of sexual assault. Please remember that if you have meetings or presentations, wearing denim may not be possible. Check within your department if you have any questions.

- **New!** Thursday, April 25 - 17th Annual Victims' Rights Run/Walk, noon - Details are available at [http://vrrw.gmu.edu](http://vrrw.gmu.edu). Registration is open [online](#). Channel your competitive side; new award this year for the largest faculty/staff team. HR & Payroll encourages supervisors to permit their staff to participate if they wish. No leave needs to be taken; it can be considered work time.
- Friday, April 26 - Inauguration of Dr. Ángel Cabrera. Details available at http://inauguration.gmu.edu/

- Monday, April 29 - DMV2Go (Fairfax), 9:00am-4:00pm, University Hall parking lot - DMV2Go Flyer

- New! Friday, May 3 - Your Next Chapter - Charting a Course for Retirement - Close to Retirement?
  - This full-day course will help you navigate successfully into the “Next Chapter” of your life by exploring your personal resources, attitudes, preferences, motivation, skills and interests. You will receive the tools necessary to create a unique, individual retirement plan with choices that may include community involvement, new careers, leisure enrichment, healthy aging and lifelong learning.
  - This course is offered by Lois Tetrick and colleagues as part of a contract with Fairfax County Government to help those close to retirement consider the emerging challenges that come with this major life change. If you are within 3 years of retirement, come join us for this all day session. There will be two workshops this semester; one is scheduled for May 3 from 9:00 am – 5:00 pm (location on Fairfax Campus to be determined). You are welcome to bring your lunch or they will take a short break when you can grab something to eat in the Johnson Center. They will be “working” through lunch.
  - There is no fee for attending but they do need you to register as space is limited. Please register by sending an email to Lois Tetrick, Director of the Industrial and Organizational Psychology Program at l tetrick@gmu.edu
  - If you have any specific questions, you can contact Lois at the same address.