JULY 3, 2013 Update on Affordable Care Act (ACA) and Part-Time Employees

As many of you know, the federal government has announced that full implementation of the Affordable Care Act has been delayed until January 1, 2015. However, the Commonwealth has reminded agencies that state law requires that Mason not permit wage and other non-benefited part-time employees to work in excess of 29 hours per week on average over the course of a year. The measurement period began on May 1, 2013 and continues through April 30, 2014. Mason is required to monitor hours worked and maintain practices that comply with state legislation.

For your convenience we’ve included our original June 14th correspondence regarding ACA below. If you have questions, please contact Human Resources Customer Service at 3-2600.

Update: Affordable Care Act (ACA) and Its Impact on Wage Employees

Human Resources and Payroll has received additional guidance from the Department of Human Resource Management (DHRM) regarding the Commonwealth's decisions related to the Affordable Care Act (ACA) and its impact on wage, adjunct, and other temporary or seasonal employees.
As you know from previous communications, as a state agency, Mason is required to limit wage employee hours to 29 hours per week on average and no more than 1500 hours per year for all jobs at Mason. We have since learned that the standard measurement period will run from May 1 to April 30. Each year on May 1, wage employees' hours will reset to zero. These limits are for student and non-student wage employees. We are awaiting guidance from the Internal Revenue Service (IRS) on the applicability of ACA to student wage employees. In the meantime, supervisors should assume that student wage employees are included.

To assist our HR liaisons, supervisors, and impacted wage employees, we have created a wage employee webpage within the Classification and Compensation section and will link it both to our HR Liaison site and the New Employee Center (NEW) Center website for easy access.

A FAQ has also been developed and is available directly at http://hr.gmu.edu/class-n-comp/ACA_FAQ.php.

Additionally, we know you need reports and we are working on some that will allow supervisors and managers to monitor and manage wage hours. We are working with the Office of the Provost to develop additional resources for adjunct faculty. We will continue to keep you posted as additional guidance and resources are available. In the meantime, if you have any questions, please contact Sharon Thomas at 3.2662, Joanne Heaton at 3.8951 or email compteam@gmu.edu.