**OCU’s Calendar of Affordable Care Act Measurement Periods**

***Measurement Period:***

An employee with an average of 30 hours of service or more during the measurement period must be offered medical insurance.

A one-time measurement period for all existing employees to determine insurance eligibility for 2015 is November 1, 2013 through October 31, 2014.

The 12 month standard measurement period for employees active on November 1 is November 1 through October 31 of the following year.

The 12 month initial measurement period for new employees begins on the first of the month after their date of hire.

***Administrative Period:***

The administrative period follows the measurement period. Eligible employees will be notified during this period and allowed to enroll in health insurance for the following year.

The standard administrative period will be November 1 through December 31 each year for existing employees (those active on November 1).

***Stability Period:***

The stability period follows the administrative period and must be as long as the measurement period. The stability period will be January 1 through December 31 of each year. Employees who average 30 hours of service per week during the measurement period can elect health insurance for the entire stability period as long as they remain active employees. The stability period for new employees is 12 months.