

Affordable Care Act Preliminary Impact Assessment



North Carolina Agricultural and Technical State University



Affordable Care Act

I. Affordable Care Act Overview

Employer Mandate for January, 2015:

- The employer-responsibility provision will require businesses with more than fifty (50) full-time equivalent (FTE) employees, to provide an adequate level of affordable health insurance coverage to those employees and students working thirty (30) or more hours per week, or pay a penalty.

Exclusions:

- (1) Part-time employees (<30 hrs. per week)
- (2) Seasonal employees (<120 days per calendar year)
- (3) Students under federal or state-sponsored work study programs

Penalty:

- \$3,000 per employee, with the first eighty (80) employees exempted



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- II. Financial Impact (*refer to attached Financial Impact Analysis*)
- III. Key Strategic Considerations for Compliance
 - UNC System is seeking legislative-authority to create a pilot healthcare program that will save an estimated \$2,000 or more vs. coverage under current State Health Plan @ \$5,400 per employee.
 - Continue with current work force plan relative to number of temporaries and work schedules equal to or greater than (30) hours per week.
 - Reduction of work schedules for all temporaries to less than thirty (30) hours per week – excluding adjunct faculty.
 - Eliminate Temporary Staffing
 - Continue labor management review and approval oversight by the Budget Advisory Committee (BAC)



QUESTIONS

