Affordable Care Act
Determination of Eligibility for Temporary and Adjunct Positions

To determine potential eligibility for coverage benefits, Linfield College’s Human Resources Department will track the hours you work for the College. Eligibility will be assessed using the following criteria, none of which change the “at will” nature of your employment:

1. If you worked for Linfield from February 1, 2014 – January 31, 2015 (measurement period) and continue to be employed here, we will review the hours you worked. If you worked an average of 30 (or more) hours per week during the measurement period, you could be eligible for medical benefits beginning April 1, 2015 (start of the medical Plan Year). Contingent upon ongoing employment by the college, you will be eligible to receive these benefits until March 31, 2016 (end of the medical Plan Year). Future determinations will occur in a like manner.

2. If you are re-hired and have worked for the College within the last six (6) months, we will track your average hours per week, not counting the time there was a break in employment, to determine the average number of hours worked.

3. If you are a newly hired employee (having not worked for the College within the last six (6) months), we will track the hours you work on a monthly basis going forward. If you work 1,000 hours for the College, we will then review the average number of hours worked per week. If the average is 30 (or more) hours per week during these first 1,000 hours, you will be eligible to medical benefits beginning on the first day of the month following the eligibility determination.