

SANILAC COUNTY COMMUNITY MENTAL HEALTH AUTHORITY

ADMINISTRATIVE POLICY

NUMBER: BA154

NAME: AFFORDABLE CARE ACT/MEDICAL BENEFITS

INITIAL APPROVAL DATE:	12/02/2020	BY: Administrative Committee
(LAST) REVISION DATE:	01/24/2023	BY: HR Manager
(LAST) REVIEW DATE:	01/16/2025	BY: Policy Committee
DISCONTINUED DATE:	N/A	REPLACE BY: N/A

I. PURPOSE

The purpose of this policy is to outline the provision for medical benefits to Sanilac CMH employees employed via a labor agreement.

II. APPLICATION

Populations: **NA**

Programs: **Direct - ALL**
Contracted - ALL

III. STANDARDS

Employees will receive medical benefits under the Affordable Care Act requirements and specific labor agreements.

Employees not covered under a labor agreement for medical benefits will follow provisions of a look back period of 90 days. Calculations will be reviewed to determine if the 30 hours of employment per week has occurred during each month that employee may have been eligible for benefits and not offered. Look back period reviews will occur each quarter (January, April, July, October). If an employee meets criteria for medical benefits, they will be offered for the next 90 days starting in the following month. (Example: An employee works from January – March as a look back period and the 30-hour average per week has been met; therefore, Medical benefits reviewed in April would become effective May 1st until the end of July.) If questions arise regarding eligibility, staff should contact the HR Manager.

IV. ATTACHMENTS

V. REFERENCES