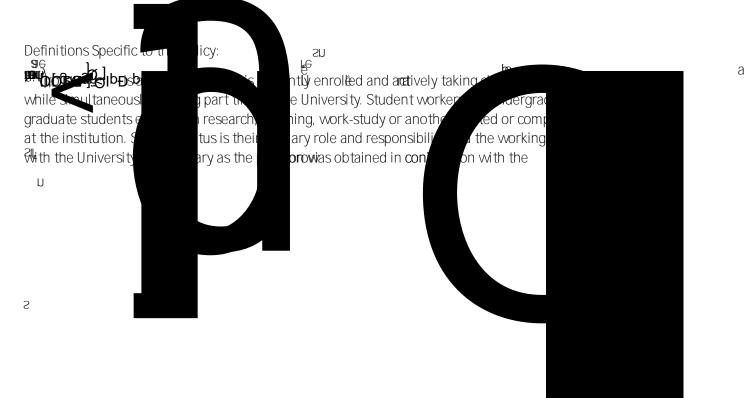




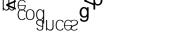
Purpose:

The purpose of this policy is to outline Daemen University's provisions specific to student employmen and to provide guidance to departments in complying with the Patient Protection and Affordable Care Act of 2010 (ACA) as those requirements relate to student workers. The ACA was enacted in 2010 with phased-in requirements. Two of the primary requirements effective in 2015 are the Employer Shared DLGO Responsibility Mandate (the "Employer Mandate") and Sections 6055 and 6056 reporting. The ACA requires large employers (50 or more full-time and full-time equivalent employees) to offer affordable minimum essential health coverage to enough (i.e., to at least 95%) of employees working full time (3 or more hours per week) in order to avoid penalties under the Employer Mandate, and to report on th offerings and results. Section 6055 requires employers providing Minimum Essential Coverage to repo to the IRS about the coverage provided and to whom it is provided. Section 6056 requires reporting about the type of coverage provided (or not provided) by applicable large employers. ACA reporting requirements were effective starting January 1, 2015



terminated at any time provided the reason is not prohibited by law. In addition, student employment is typically excluded from unemployment benefits.

The A



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The University is responsible for monitoring all student worker hours to ensure that they do not exceed cluding hours of service credited under a Federal Work Study ns held by a particular student worker over the academic calendar ummer break may work up to 35 hours per week for up to 12 weeks.

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e in accordance with the NYS Paid Sick Leave Law effective 1/1/2021.

. Accrual starts op an employee's first day of employment and is ach pay périod. Employees may take leave in one-hour cTr

