Dear newly retired faculty and staff enrolling in DePaul’s retiree medical plan;

Please be aware of a potential impact to your retiree medical coverage if you return back to employment at DePaul University. This impact is a result of the Affordable Care Act and other federal laws that require the university to offer the active part-time medical plan to any retiree who returns to work and meets the eligibility for the active plan. In addition, the individual (and spouse and dependent children, if applicable) can no longer stay in DePaul’s retiree medical plan while eligible for active medical coverage. If the individual chooses to enroll in the active coverage, that coverage will be primary and Medicare coverage will become secondary. The individual will not be able to remain in the retiree medical plan while he or she remains in active employment status and deemed eligible for active part-time benefits.

If an individual becomes eligible for part-time benefits, he or she will be offered the active part-time plan and will not be allowed back in to the retiree medical plan at any time in the future. This is consistent with the current policy of retirees who drop retiree medical for any reason not being able to re-enter the retiree medical plan in the future.

**How Does This Impact You?**
This only impacts individuals who return back to active employment status at DePaul University. There is no impact to retiree medical coverage for those who do not return to active employment status at the university.

**What Triggers Part-Time Benefits Eligibility**
Part-time benefits eligibility for plan years beginning on January 1 is based on the number of service hours a part-time employee worked or was credited with working in the prior October 3 through October 2 time period (the “measurement period”). To be eligible for part-time benefits:

- Part-time faculty members must be credited with the hours equivalent to a teaching load of at least six 4-credit hour courses (at least four courses for the Law School) during the 12-month measurement period.
- Part-time staff employees must be credited with at least 1,000 hours of service during the 12-month measurement period.

During a quarter in which a part-time faculty member is employed* by DePaul but is not teaching, hours are credited based on the average hours worked during the quarters taught in
the measurement period. This means that an individual could become eligible for part-time benefits based on teaching more than one course in any one quarter during the measurement period.

During a period of time in which a part-time staff member is employed* by DePaul but is not actively working, hours are credited based on the average hours worked during the remainder of the measurement period. This means that an individual could become eligible for part-time benefits based on working an average of 83.33 hours during any month within the measurement period (1,000 hours/12 months).

Again, this only impacts individuals who are enrolled in DePaul’s retiree medical plan and return back to active employment status at the university. Please consider this information and consult with the dean or hiring manager if you are deciding to return to active employments status in the future.

* Please note that the service crediting rules may differ for individuals who have a six month or more break in service between periods of employment.