Transition Measurement Period - Dates all variable (non-benefits eligible) employees hired before Oct 1, 2013, will be measured to determine eligibility.
* Average 30+ hours per week, offer health, life, and disability coverage during 2015 Open Enrollment Period; not eligible for tuition waiver or paid benefits leave plans.
* Coverage cannot be cancelled if employee averages less than 30 hour per week during the Initial Stability Period.

Initial Measurement Period - Dates all new variable (non-benefits eligible) employees hired on or after Oct 1, 2013, will be measured to determine eligibility.
* Average 30+ hours per week, offer health, life, and disability coverage by the beginning of the 13th month; not eligible for tuition waiver or paid benefits leave plans.
* Coverage cannot be cancelled if employee averages less than 30 hour per week during his/her Initial Stability Period.

Standard Measurement Period - Dates all variable (non-benefits eligible) employees continue to be measured to determine eligibility EVERY year.
* Average 30+ hours per week, offer health, life, and disability coverage during the Open Enrollment Periods; not eligible for tuition waiver or paid benefits leave plans.
* Coverage cannot be cancelled if employee averages less than 30 hour per week during the Standard Stability Periods.
* FIRST STANDARD MEASUREMENT PERIOD - If does not average 30+ hours per week, cancel coverage at the end of Initial Stability Period.
* SUBSEQUENT STANDARD MEASUREMENT PERIODS - If does not average 30+ hours per week, cancel coverage at midnight on Dec 31.