

Purpose:

The purpose of this policy is to outline Daemen University's provisions specific to student employment 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 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 (30 or more hours per week) in order to avoid penalties under the Employer Mandate, and to report on the offerings and results. Section 6055 requires employers providing Minimum Essential Coverage to report 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

Definitions Specific to this Policy:

Student worker is a student who is currently enrolled and actively taking classes at Daemen University while simultaneously working part time for the University. Student workers include undergraduate students and graduate students engaged in research, teaching, work-study or another related or compensated activity at the institution. Student status is their primary role and responsibility at the working location. The University's primary role as the employer was obtained in consultation with the

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

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

Daemen provides leave in accordance with the NYS Paid Sick Leave Law effective 1/1/2021.

Accrual starts on an employee's first day of employment and is
each pay period. Employees may take leave in one-hour

