

In the June/July 2013 edition of the *Community College Journal*, the following language was included from AACC:

AACC Asks for Safe Harbor in Employer Mandate

In March, the American Association of Community Colleges (AACC) issued comments to the Department of the Treasury regarding the department’s final rules on the employer mandate portion of the Affordable Care Act. The provision requires employers of 50 of more people to provide affordable health coverage to employees who work 30 hours or more a week. Here’s what AACC requested:

**Allocate hours based on a percentage of full-time course load.**

Instead of requiring colleges to calculate exact hours, AACC asked the Treasury Department to consider full-time any instructor who does three-quarters or more of the course load of a full-time non-tenure-track faculty member. Under this proposal, colleges would have to adopt a uniform definition for what a full-time non-tenure-track faculty member does.

**Calculate hours assuming a one-to-one ratio.**

Barring that, AACC asked the Treasury Department to rule that colleges should calculate part-time adjunct staff hours based on the assumption that instructors work one hour outside of the classroom for every hour worked in the classroom.