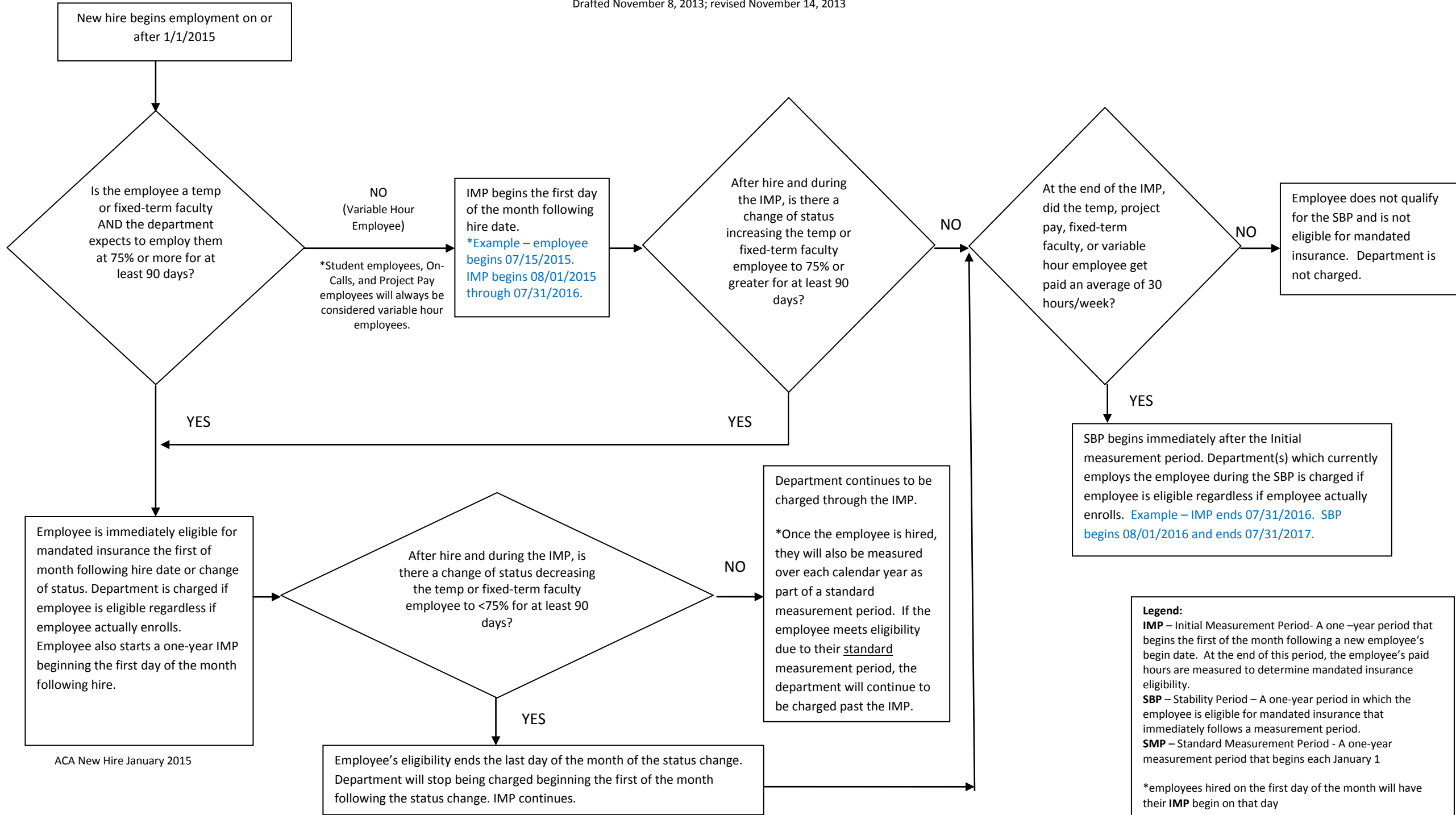


New Hire (Fixed –Term Faculty, Temps, On-Calls, Project Pay and Hourly Student Employees) as of January 1, 2015

Drafted November 8, 2013; revised November 14, 2013



Legend:
IMP – Initial Measurement Period- A one –year period that begins the first of the month following a new employee’s begin date. At the end of this period, the employee’s paid hours are measured to determine mandated insurance eligibility.
SBP – Stability Period – A one-year period in which the employee is eligible for mandated insurance that immediately follows a measurement period.
SMP – Standard Measurement Period - A one-year measurement period that begins each January 1
 *employees hired on the first day of the month will have their **IMP** begin on that day