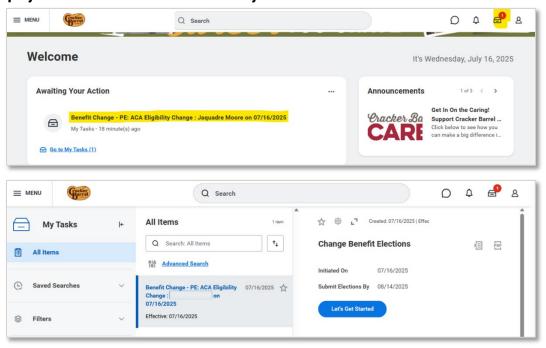
# **WORKDAY | BENEFITS: HOURLY EMPLOYEE ACA ELIGIBILITY**

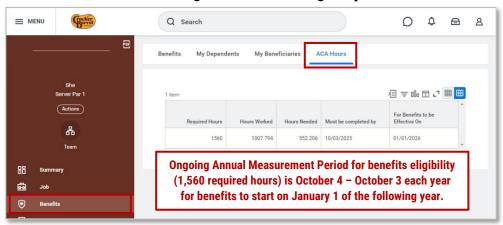
## When do hourly store employees become eligible for full-time Benefits?

# Initial Measurement Period: Begins on date of hire. Lasts 12 months. Employee must work 1,560 hours (average of 30 hours/week) to qualify for benefits. Benefits Effective: First month of the following 30-day window. Example: Hire Date: 2/23/2024 Measurement Period: 2/23/2024 – 2/22/2025 Enrollment Window: 2/23/2025 – 3/24/2025 Benefits Start: 4/1/2025

### Eligible employees receive a task in their Workday inbox:



## **Tracking Hours for ACA Eligibility**





July 2025