

Annual Measurement Period for Benefits Eligibility:

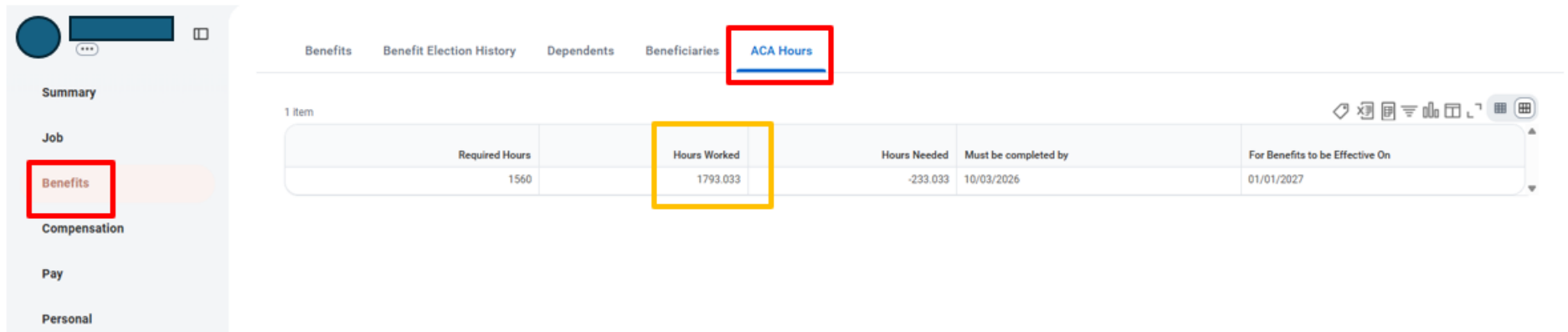
To be eligible for benefits under ACA guidelines, employees must have 1,560 hours paid during the Annual Measurement Period.

The Annual Measurement Period includes all hours associated with **weekly paychecks issued between October 4 and October 3 each year**. Employees who meet the 1,560-hour requirement during this period may become eligible for benefits effective **January 1 of the following year** and will be able to participate in the annual Open Enrollment process.

For the 2027 Open Enrollment period, the Annual Measurement Period includes hours associated with weekly paychecks issued from October 10, 2025, through October 2, 2026. Employees can track their accumulated ACA hours in Workday throughout the measurement period.

How to see tracked ACA Hours in Workday:

View Profile → select “Benefits” → select “ACA Hours”



The screenshot displays the Workday interface for tracking ACA hours. On the left sidebar, the 'Benefits' option is highlighted. The top navigation bar shows 'ACA Hours' as the selected tab. The main content area displays a table with the following data:

Required Hours	Hours Worked	Hours Needed	Must be completed by	For Benefits to be Effective On
1560	1793.033	-233.033	10/03/2026	01/01/2027