

## Summary of UT Austin\* Limits on Work Hours for Employees in Student Titles

- **Federal Work Study (FWS)**
  - No more than 19 hours per week in FWS position
  - No more than 8 hours in any 24-hour period
  - No more than 40 hours in one week
  - Up to 40 hours per week when classes are not in session
  
- **International Students**
  - No more than 20 hours per week during long semesters
  - More than 20 hours per week permitted during:
    - Spring Break
    - Summer (day after spring graduation through day before fall classes start)
    - Winter Break (day after fall graduation through day before spring classes start)
  
- **Graduate Students**
  - No more than 20 hours per week during first two long semesters (fall/spring) of graduate studies
  - No more than 30 hours per week during subsequent semesters, including summer
  - Exception: up to 40 hours per week during:
    - 5 days of Spring Break
    - End of the spring semester (day after spring finals until 5/31)
    - Winter break (day after fall finals until 1/15)
  
- **Undergraduate Students in Academic Titles**
  - Undergraduate Research Assistants (0095), Assistant-UG (0070), Tutor –UG (0066)
  - No more than 20 hours per week during long semesters (fall/spring)
  - Up to 40 hours per week during:
    - Spring Break
    - Summer (day after spring finals until 8/31)
    - Winter break (the day after fall finals until 1/15)
  
- **Students in Non-Academic Titles**
  - Up to 40 hours per week, subject to limits for FWS, international, and graduate students
  - Recommend following the Quantity of Work Guidelines: Work hours + course credit hours = no more than 40 hours per week

\* Departments may impose stricter limits for the students they employ in student titles.

### **NOTE: Under the Affordable Care Act, health insurance benefits must be offered to:**

- any employee who is reasonably expected to work at least 30 hours per week or 130 hours per month for a period of 90 days or more, and
- any employee who works an average of at least 30 hours per week or 130 hours per month during a 12-month measurement period

ACA eligibility is based on actual hours worked, and assignments must accurately reflect work hours to enable ACA compliance.