

## Common Terms Affordable Care Act (ACA)

**ACA Full-time Employee:** An employee who is “reasonably expected” to work at least 30 hours per week or 130 hours per month on average, even if only for a limited time period.

**ACA Part-time Employee:** An employee who is “reasonably expected” to work on average less than 30 hours per week (130 hours per month), based on the facts and circumstances at the time of hire.

**ACA Variable Hour Employee:** An employee whose hours are expected to fluctuate during employment. At the time of hire it cannot be reasonably determined if the employee will work an average of 30+ hours per week or 130+ hours per month. The employee may at certain times work up to 30+ hours per week or 130+ hours per month, but not on a regular basis.

**New Employee:** An employee that is either new to the employer or an employee who resumes work after a break in service for at least 26 consecutive weeks.

**Ongoing or Continuing Employee:** An employee that has been employed for at least one complete standard measurement period without a break in service greater than 26 weeks.

**Employment Break Period:** Is a period of at least four consecutive weeks, during which an employee of an educational organization has no hours of service (e.g., summer break). During employment break periods, an employee is to be credited with their average hours of service. Maximum number of hours an employer is required to credit an employee during an employment break period(s) is 501 hours.

**PEBB Benefits Eligibility:** A Classified or Unclassified employee in a position of at least .50 FTE for at least 90 days.

**Measurement Periods** (*also referred to as the “look back period”*):

- **Standard Measurement Period** – the 1-year period of time during which an employee’s hours are measured to determine potential future eligibility for access to ACA health insurance coverage. Employee must not have a break in service of greater than 26 weeks during this time period. OSU’s Standard Measurement period is October 1 – September 30.
- **Initial Measurement Period** – For new employees, the Initial 1-year measurement period will begin on the first of the month after the employee’s hire date.

**Stability Periods:**

- **Standard Stability Period** – The 1-year period of time following the Standard Measurement Period where, if the employee was determined to be “ACA Full-time”, the employee is eligible for ACA medical coverage regardless of hours worked. OSU’s Standard Stability Period is January 1 – December 31.
- **Initial Stability Period** – The 1-year period of time following the Initial Measurement Period where, if the employee was determined to be “ACA Full-time”, the employee is eligible for ACA medical coverage regardless of hours worked.