

Affordable Care Act (ACA) Glossary

EIN

Acronym for Employer Identification Number. This number refers to the entity at which the employer works. It is different from the employer's Social Security Number.

Full-time Employees

Employees who work 30 hours or more per week on average

Full-time Equivalents or FTEs

A unit of measure that reflects the total number of full-time hours worked by one or more employees. For example, if a project requires 10 full-time employees, an employer could hire 20 employees who each work 20 hours per week; those 20 part-time employees would equal 10 FTEs.

MEC

Acronym for Minimum Essential Coverage. The least amount of coverage an employee needs to be considered adequately covered and not subject to a fine under the ACA. For a list of the types of plans that meet MEC requirements, visit <https://healthcare.gov/fees-exemptions/plans-that-count-as-coverage/>.

SSN

Acronym for Social Security Number.

TIN

Acronym for Taxpayer Identification Number. For individual employees their SSN serves as their TIN.