



**National Association of Home Builders**

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**Government Affairs**

James W. Tobin III  
Senior Vice President & Chief Lobbyist

August 21, 2013

The Honorable Todd Young  
U.S. House of Representatives  
1007 Longworth House Office Building  
Washington, DC 20515

Dear Representative Young:

On behalf of the more than 140,000 members of the National Association of Home Builders (NAHB), I write in strong support of H.R. 2575, the *Save American Workers Act of 2013*, which would restore the traditional 40-hour definition of full-time employee in the *Affordable Care Act*. We appreciate your leadership on this issue of extreme importance to many businesses in America.

NAHB remains highly concerned about the immediate and long-term consequences of the U.S. Treasury/Internal Revenue Service Shared Responsibility Rule issued earlier this year. In an effort to broaden the reach of the employer mandate, the Administration departed from the long-established definition of full-time and part-time employment by sharply reducing the number of hours required to satisfy the definition. This approach has caused great uncertainty among the businesses who are currently analyzing their workforce in order to come into compliance with the *Affordable Care Act* in 2015. NAHB is also concerned that the new definitions could set a dangerous precedent for redefining full-time status, the implications of which are broad.

H.R. 2575 will restore the traditional definition of full-time equivalent and provide certainty for businesses who are determining their obligations under the new law. We appreciate your recognition of the challenges that employers have encountered as the new health law is being implemented and look forward to working with you on this issue in the months ahead.

Sincerely,

A handwritten signature in black ink, appearing to read 'James W. Tobin III', written in a cursive style.

James W. Tobin III