



National Grocers Association

February 3, 2014

The Honorable Dave Camp
Chairman, Committee on Ways and Means
1101 Longworth House Office Building
Washington, D.C. 20515

Dear Chairman Camp:

The National Grocers Association (NGA) supports H.R. 2575, the Save American Workers Act (SAW), a bill introduced by Representatives Todd Young (R-IN), Pete Olson (R-TX), Mike Kelly (R-PA), Tim Walberg (R-MI), and over 185 other co-sponsors. NGA strongly encourages the committee to pass the bill with bipartisan support during the markup scheduled for Tuesday, February 4. We commend you for your support of this bill, and appreciate the Committee's continued focus on this issue.

H.R. 2575 addresses one of the most problematic provisions of the Affordable Care Act (ACA) by amending the definition of a full-time employee, which the ACA currently defines as those averaging 30 hours a week. Left unchanged, this provision will have far reaching consequences on the supermarket industry and could impact our ability to continue providing quality benefits to our associates. Simply put, 30 hours is not full-time and requiring employers to meet this new definition is one of the most significant challenges of the law, jeopardizing coverage for our true full-time workforce. The SAW Act seeks to amend this problematic provision by defining a full-time employee as those averaging 40 hours a week and treating full-time equivalents as full-time employees for the purposes of determining whether an employer is an applicable large employer. This is a win-win for both American employers and our nation's workforce.

Independent grocers face complex challenges in implementing the law all while operating on a profit margin of around 1 percent. It is important that Congress work in a bipartisan manner to provide employers with important reforms such as the SAW Act before irreversible changes to the US job market occur. Maintaining the full-time level many employers use today is something both sides of the debate can agree would be better for job preservation and employee coverage. Reforms such as the SAW Act are vital to our businesses and to our goal of providing quality benefits and available hours to our employees. Independent retailers and wholesalers have a significant economic impact across nearly every community in America. Our industry is accountable for close to 1 percent of the nation's overall economy and is responsible for generating over \$131 billion in sales, 944,000 jobs, \$30 billion in wages, and \$27 billion in tax revenue. We are proud that the communities we serve are also the neighborhoods we live in.

Thank you for your support of this important issue. NGA looks forward to working with Congress in a bipartisan manner to address this issue before the employer mandate is implemented in 2015.

Sincerely,

A handwritten signature in cursive script that reads "Peter J. Larkin".

Peter J. Larkin
President and CEO
National Grocers Association (NGA)