



February 3, 2014

The Honorable Dave Camp
Chairman
Committee on Ways & Means
U.S. House of Representatives
Washington, DC 20515

The Honorable Sander Levin
Ranking Member
Committee on Ways and Means
U.S. House of Representatives
Washington, DC 20515

Dear Chairman Camp and Ranking Member Levin,

The National Restaurant Association urges members of the Committee on Ways and Means to vote in favor of H.R. 2575, the Save American Workers Act of 2013, during the Committee's mark-up of the bill on Tuesday, February 4, 2014.

As the leading trade association representing the restaurant and foodservice industry, employing 13.5 million nationwide, our members know the impact the 30 hour a week definition of full-time is having right now on workers and businesses. As such, we continue to encourage you and all of your colleagues in Congress to work together in a bipartisan way to address this challenge for employees and employers. A definition of full-time set at 30 hours could have lasting impacts on the labor market, far beyond the Affordable Care Act, with the unintended consequence of potentially limiting hours for workers who do not even intend to rely on their employer for their insurance needs.

One reason so many Americans are drawn to restaurant and foodservice industry jobs is the flexibility to build a work schedule or change hours to suit their personal needs. However, under this law, there is now a bright line as to who is considered fulltime and who is considered part-time. As a result, employers with variable workforces and flexible scheduling must alter their current practices and be very deliberate about scheduling hours going forward.

Using a definition of full time that better reflects current employment practices would not cause employees to lose coverage. In fact, setting the definition of full-time employee status at a higher level would help increase earnings and eliminate a coverage gap for lower income employees in some states and make it easier for employees in these states to qualify for help getting coverage.

We thank you for bringing this issue to the forefront and addressing the definition of full-time employee in the Committee on Ways and Means. Aligning the law's definition of full-time employee status with current levels would help avoid any unnecessary disruptions to employees' wages and hours, and would provide significant relief to employers. The National Restaurant Association supports H.R. 2575 and encourages members to support the bill during markup.

Sincerely,

A handwritten signature in black ink, appearing to read "Scott DeFife".

Scott DeFife
Executive Vice President, Policy and Government Affairs