



National Roofing Contractors Association
Washington, D.C. Office
324 Fourth Street, N.E.
Washington, D.C. 20002
202/546-7584
Fax: 202/546-9289
<http://www.nrca.net>

January 14, 2014

The Honorable Todd Young
United States House of Representatives
Washington, DC, 20515

Dear Representative Young:

The National Roofing Contractors Association commends you for the introduction of H.R. 2575, the Save American Workers Act. This legislation to repeal the 30-hour definition of a full-time employee under the Affordable Care Act (ACA) and restore the traditional 40-hour definition is greatly needed.

Established in 1886, NRCA is one of the nation's oldest trade associations and the voice of professional roofing contractors worldwide. NRCA has approximately 4,000 contractors in all 50 states who are typically small, privately held companies, with the average member employing 45 people and attaining sales of about \$4.5 million per year.

The ACA requires employers with 50 or more full time equivalent (FTE) employees to provide affordable health insurance or pay a fine. These FTEs are calculated by adding the part-time employees' hours to determine if an employer reaches the threshold required to provide coverage. Due to a number of factors, many businesses in the roofing industry see fluctuation in their labor force and rely on seasonal and part-time workers. With a constantly changing workforce, employers will have to spend valuable time and resources to regularly calculate employees' hours to determine if they are required to comply with the mandate.

This is also the first time a full-time worker has been defined by law. Employers have traditionally used the Fair Labor Standards Act's overtime pay requirements of 40-hours per week to define a full-time employee. Lowering the threshold to 30 hours per week sets a precedent for defining full-time employment that could lead to broader employer requirements.

NRCA strongly supports H.R. 2575 and thanks you for your leadership on behalf of small businesses in the roofing industry.

Sincerely,

Nelson R. Braddy Jr.
King of Texas Roofing, Grand Prairie, TX
President, NRCA