



April 2, 2014

United States House of Representatives
Washington, DC 20515

Dear Representative:

On behalf of the Society for Human Resource Management (SHRM) and our 275,000 members, I urge you to support the "Save American Workers Act" (H.R. 2575) when it is brought to the House floor for a vote tomorrow, Thursday, April 3. Specifically, H.R. 2575 would amend the Internal Revenue Code to modify the definition of a full-time employee from 30 hours to 40 hours of service per week for purposes of the employer mandate, which requires employers to provide health care coverage for their employees under the Patient Protection and Affordable Care Act (PPACA).

As you may know, SHRM is the world's largest HR membership organization devoted to human resource management. SHRM members implement critical workplace policies every day. To that end, employers are encountering difficulties implementing the new PPACA requirements. Specifically, defining "full-time" as an employee working 30 hours a week is inconsistent with standard employment practices and benefits coverage requirements in the U.S. and conflicts with other federal laws. Some employers have opted to eliminate health care coverage for part-time employees, while others have re-engineered their staffing models to reduce employee work hours below the 30-hour threshold that triggers the coverage requirements. According to a recent CBO report, the U.S. economy will have the equivalent of 2.3 million fewer full-time workers by 2021 as a result of the PPACA— nearly three times previous estimates. The Save American Workers Act restores a common understanding in America, spanning over half a century, of what constitutes full-time work.

SHRM and its members believe that effective health care reform should expand access to coverage, while not inhibiting or altering employer business models. The PPACA's definition of full-time as 30 hours of service per week severely restricts an employer's flexibility to offer a benefits package that best meets the needs of their employees.

I strongly urge you and your colleagues in the House of Representatives to vote in favor of the Save American Workers Act. If you have any additional questions about how amending the definition of a full-time employee would impact workplace operations please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink that reads "Mike Aitken". The signature is written in a cursive, flowing style.

Mike Aitken
Vice President of Government Affairs