



January 7, 2015

U.S. House of Representatives
Washington, D.C. 20515

Dear Representative:

On behalf of Associated Builders and Contractors (ABC), a national construction industry trade association with 70 chapters representing nearly 21,000 chapter members, I am writing to express our strong support for H.R. 30, the Save American Workers Act, which would replace the Affordable Care Act's (ACA) definition of "full time" as 30 hours or more per week with the traditional definition of 40 hours. **ABC urges your support of H.R. 30, and will consider this vote a "Key Vote" for our 114th Congressional Scorecard.**

Generally, under the employer mandate provisions of the ACA, employers with 50 or more full-time employees and full-time equivalent employees must offer full-time employees a certain level of coverage or be subject to a penalty. The ACA defines a full-time employee as working at least 30 hours per week each month (or 130 service hours monthly).

The Obama Administration has once again changed the rules for employers when it comes to the health care law. Instead of using the traditional definition of 40 hours per week for full-time employment (as defined in employment statutes and regulations), it has decided to change the definition to a rigid 30 hours per week. The change is perplexing because the White House has called the 40-hour week "a linchpin of the middle class" when discussing overtime rules.

ABC supports increasing the threshold to 40 hours per week in order to avert market disruptions and restore flexibility to employers and workers alike. Under the ACA's current 30-hour rule, many employers will be forced to reduce employee work hours and wages. Further, this mandate strips employers of all flexibility in structuring workforce options that meet the needs of their employees. As evidenced by the 30 hour per week definition, the ACA continues to create uncertainty and confusion for employers, making it difficult for them to plan for the future and create jobs.

H.R. 30 will protect existing jobs by removing some of the uncertainty facing employers and help America's job creators put people back to work. **Again, ABC urges your support of H.R. 30, and will consider this vote a "Key Vote" for our 114th Congressional Scorecard.**

Sincerely,

Geoffrey Burr
Vice President, Government Affairs