

MORE TIME FOR FULL TIME

January 22, 2015

Dear Senator,

Management
Committee

American Hotel &
Lodging Association

American Rental
Association

Asian American Hotel
Owners Association

International
Franchise Association

National Association
of Convenience Stores

National Association
of Theatre Owners

National Grocers
Association

National Restaurant
Association

National Retail
Federation

Society for Human
Resource
Management

U.S. Chamber of
Commerce

The More Time for Full-Time initiative (www.moretimeforfulltime.org) was launched by employers from across the country to restore the traditional definition of full-time employment to 40 hours per week. Today, we are writing to urge you to co-sponsor S. 30, the Forty Hours is Full Time Act of 2015.

Many employees are being hurt by lost wages and hours because the 30 hours per week definition in the Affordable Care Act (ACA) is forcing employers to restructure their workforce by reducing their employees' hours to alleviate the burden of compliance. Harmonizing the definition of full-time employment in the ACA with the traditional 40 hours per week definition would benefit both employees, through more hours and income, and employers, now able to focus on growing their business and creating jobs, rather than restructuring their workforce.

If this is not addressed soon, our country will experience significant workforce disruptions and individuals as well as companies will lose valued workforce flexibility. We urge you to work in a bipartisan way to restore the traditional 40 hours per week definition of full-time employment, as called for in the Forty Hours is Full Time Act of 2015, by harmonizing the Affordable Care Act's full-time definition with the traditional standard.

Many Americans are drawn to part-time jobs with flexible hours to suit their personal needs. Further, employers with variable-hour workforces and flexible scheduling have been appealing and critical for students, single parents, and other individuals struggling to balance various obligations and commitments. This critical flexibility will be lost if employers are forced to abandon current practices in order to avoid significant financial penalties.

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.

Please consider our concerns and co-sponsor S. 30, the Forty Hours is Full Time Act of 2015, to address a fundamental challenge employees and businesses face in implementing this law.

Sincerely,



National Associations

American Hotel & Lodging Association	National Association of Theatre Owners
American Rental Association (ARA)	National Association of Truck Stop Operators
Asian American Hotel Owners Association	National Club Association
Associated Builders and Contractors	National Council of Chain Restaurants
Coalition of Franchisee Associations	National Franchisee Association
College & University Professional Association for Human Resources	National Grocers Association
Domino's Franchisee Association	National Restaurant Association
Dunkin' Donuts Independent Franchise Owners	National Retail Federation
Franchise Business Services (Buffalo Wild Wings Franchisees)	North American Association of Subway Franchisees
Independent Association of Kumon Franchisees	Service Station Dealers of America and Allied Trades
Independent Organization of Little Caesars Franchisees	Small Business & Entrepreneurship Council
International Franchise Association	Society for Human Resource Management
National Association of Convenience Stores	Society of American Florists
National Association of Manufacturers	U.S. Chamber of Commerce

State and Local Associations

Adirondack Regional Chamber of Commerce (NY)	Alaska Hotel & Lodging Association	Ames Chamber of Commerce (IA)	ARA of Connecticut
Alabama Grocers Association	Alaska Restaurant & Hospitality Alliance	Angel Fire Chamber of Commerce (NM)	ARA of Florida
Alabama Restaurant & Hospitality Alliance	Albany-Colonie Regional Chamber (NY)	ARA of Alabama	ARA of Georgia
Alaska Chamber (AK)	Alexander City Chamber of Commerce (AL)	ARA of Arizona	ARA of Idaho
		ARA of Arkansas	ARA of Illinois
		ARA of California	ARA of Indiana
		ARA of Colorado	ARA of Iowa
			ARA of Kentucky

MORE TIME FOR FULL TIME

ARA of Louisiana	Arkansas Oil Marketers Association	Associated Builders and Contractors Florida Gulf Coast	Associated Builders and Contractors Northern Ohio Chapter
ARA of Maine			
ARA of Maryland	Arkansas State Chamber of Commerce (AK)	Associated Builders and Contractors Greater Michigan Chapter	Associated Builders and Contractors of Alaska
ARA of Massachusetts			
ARA of Michigan	Ashland Area Chamber of Commerce (OH)	Associated Builders and Contractors Heart of America (KS/MO)	Associated Builders and Contractors of Georgia, Inc.
ARA of Montana			
ARA of Nebraska	Associated Builders and Contractors Florida East Coast Chapter	Associated Builders and Contractors Illinois Chapter	Associated Builders and Contractors of Greater Houston
ARA of New Jersey			
ARA of New York	Associated Builders and Contractor South Texas Chapter	Associated Builders and Contractors Indiana/Kentucky Chapter	Associated Builders and Contractors of Iowa
ARA of North Carolina			
ARA of Ohio	Associated Builders and Contractors Los Angeles/Ventura Chapter	Associated Builders and Contractors Inland Pacific Chapter	Associated Builders and Contractors of Metro Washington
ARA of Oklahoma			
ARA of Oregon	Associated Builders and Contractors Baltimore Chapter (MD)	Associated Builders and Contractors Maine Chapter	Associated Builders and Contractors of Michigan
ARA of Pennsylvania			
ARA of Tennessee	Associated Builders and Contractors Central California Chapter	Associated Builders and Contractors Massachusetts Chapter	Associated Builders and Contractors of the Carolinas
ARA of Vermont			
ARA of Virginia	Associated Builders and Contractors Central California Chapter	Associated Builders and Contractors Mississippi Chapter	Associated Builders and Contractors of Western Pennsylvania
ARA of Washington			
ARA of Wisconsin	Associated Builders and Contractors Central Florida Chapter	Associated Builders and Contractors New Jersey Chapter	Associated Builders and Contractors Pelican Chapter (LA)
Arizona Food Marketing Alliance			
Arizona Lodging & Tourism Association	Associated Builders and Contractors Cornhusker Chapter (NE)	Associated Builders and Contractors New Orleans/Bayou Chapter	Associated Builders and Contractors Rhode Island Chapter
Arizona Restaurant Association			
Arkansas Grocers and Retail Merchants Association	Associated Builders and Contractors Eastern PA Chapter	Associated Builders and Contractors NH/VT Chapter	Associated Builders and Contractors Rocky Mountain Chapter (CO/WY)
Arkansas Hospitality Association	Associated Builders and Contractors Empire Chapter (NY)		Associated Builders and Contractors San Diego Chapter

MORE TIME FOR FULL TIME

Associated Builders
and Contractors
Southeast Texas

Associated Builders
and Contractors
Southern California

Associated Builders
and Contractors Texas
Mid Coast Chapter

Associated Builders
and Contractors Utah
Chapter

Associated Builders
and Contractors
Western Michigan
Chapter

Associated
Builders and
Contractors of
Western Washington

Associated Industries
of Massachusetts, Inc.
(MA)

Baltimore
Washington Corridor
Chamber of
Commerce (MD)

Bangor Region
Chamber of
Commerce (ME)

Barrow County
Chamber of
Commerce (GA)

Beaver Dam Chamber
of Commerce (WI)

Beckley-Raleigh
County Chamber of
Commerce (WV)

Billings Chambers of
Commerce (MT)

Boca Raton Chamber
of Commerce (FL)

Brownsville Chamber
of Commerce (TX)

California Grocers
Association

California Hotel &
Lodging Association

California
Independent Oil
Marketers
Association

California Restaurant
Association

Campbell County
Chamber of
Commerce (WY)

Cape May County
Chamber of
Commerce (NJ)

Carbon Builders
Association

Carolinas Food
Industry Council

Catawba County
Chamber of
Commerce (NC)

Central Chamber of
Commerce (LA)

Central Delaware
Chamber of
Commerce (DE)

Chambers of
Commerce Alliance
of Ventura & Santa
Barbara Counties
(CA)

Chester County
Chamber of Business
and Industry (PA)

Clearwater Regional
Chamber of
Commerce (FL)

Cobb Chamber of
Commerce (GA)

Colorado Association
of Commerce &
Industry (CO)

Colorado Hotel &
Lodging Association

Colorado Restaurant
Association

Columbus Chamber
of Commerce (OH)

Committee of 100
Louisiana (LA)

Connecticut Food
Association

Connecticut Lodging
Association

Connecticut
Restaurant
Association

Corning Area
Chamber of
Commerce (NY)

Council Bluffs Area
Chamber of
Commerce (IA)

Dakota County
Regional Chamber of
Commerce (MN)

Delaware Food
Industry Council

Delaware Restaurant
Association

Delaware State
Chamber of
Commerce (DE)

Denver Metro
Chamber of
Commerce (CO)

Des Plaines Chamber
of Commerce &
Industry (IL)

Dublin-Laurens
County Chamber of
Commerce (GA)

Eastern Virginia 7-11
Franchisee Owners
Association

Fairfax County
Chamber of
Commerce (VA)

Florida Chamber of
Commerce (FL)

Florida Restaurant &
Lodging Association

Fox Cities Chamber
of Commerce (WI)

Fresno Chamber of
Commerce (CA)

Fullerton Chamber of
Commerce (CA)

Galesburg Area
Chamber of
Commerce (IL)

Garrett County
Chamber of
Commerce (MD)

Georgia Association
of Convenience
Stores

Georgia Food
Industry Association

Georgia Hotel &
Lodging Association

MORE TIME FOR FULL TIME

Georgia Oilmen's Association	Greater Providence Chamber of Commerce (RI)	Home Builders Association of Mississippi	Indiana Restaurant & Lodging Association
Georgia Restaurant Association	Greater Salem Chamber of Commerce (IL)	Home Builders Association of Raleigh-Wake County	Iowa Chamber Alliance (IA)
Glendale Chamber of Commerce (AZ)	Greater Shreveport Chamber of Commerce (LA)	Home Builders Association of St. Louis & Eastern Missouri	Iowa Grocery Industry Association
Goshen Chamber of Commerce (IN)	Greater Springfield Chamber of Commerce (VA)	Hotel Association of New York City, Inc.	Iowa Restaurant Association
Grand Junction Area Chamber of Commerce (CO)	Greater Topeka Chamber of Commerce (KS)	Hotel Association of Washington D.C.	Irvine Chamber of Commerce (CA)
Grand Rapids Area Chamber of Commerce (MI)	Greece Chamber of Commerce (NY)	Hueneme Chamber of Commerce (CA)	Irving Hispanic Chamber of Commerce (TX)
Grapevine Chamber of Commerce (TX)	Hardy County Chamber of Commerce (WV)	Idaho Lodging & Restaurant Association	Jacksonville-Onslow Chamber of Commerce (NC)
Greater Burlington Partnership (IA)	Harford County Chamber (MD)	Idaho Retailers Association	Jefferson Chamber of Commerce (LA)
Greater Durham Chamber of Commerce (NC)	Harlan County Chamber of Commerce (KY)	Illinois Chamber of Commerce (IL)	Kansas Food Dealers Association
Greater Fairbanks Chamber of Commerce (AK)	Harrisburg Regional Chamber & CREDC (PA)	Illinois Food Retailers Association	Kansas Restaurant & Hospitality Association
Greater Flagstaff Chamber of Commerce (AZ)	Hawai'i Lodging & Tourism Association	Illinois Hotel & Lodging Association	Kentucky Association of Convenience Stores
Greater Green Bay Chamber (WI)	Hawaii Food Industry Association	Illinois Restaurant Association	Kentucky Chamber of Commerce (KY)
Greater Louisville, Inc. (KY)	Home Builders & Remodelers of Central New York	Independent Oil Marketers Association of New England (IOMA)	Kentucky Grocers Association
Greater North Dakota Chamber of Commerce (ND)	Home Builders Association of Metropolitan Harrisburg (PA)	Indiana Chamber of Commerce (IN)	Kentucky Restaurant Association
Greater Phoenix Chamber of Commerce (AZ)		Indiana Grocery and Convenience Store Association	Lakewood Chamber of Commerce (WA)
			Lemoore Chamber of Commerce (CA)
			Licking County Chamber of Commerce (OH)

MORE TIME FOR FULL TIME

Long Beach Area
Chamber of
Commerce (CA)

Loudoun County
Chamber of
Commerce (VA)

Louisiana Association
of Business and
Industry (LA)

Louisiana Hotel &
Lodging Association

Louisiana Restaurant
Association

Louisiana Retailers
Association

Lubbock Chamber of
Commerce (TX)

Maine Energy
Marketers
Association

Maine Franchise
Owners

Maine Grocers &
Food Producers
Association

Maine Innkeepers
Association

Maine Restaurant
Association

Maine State Chamber
of Commerce (ME)

Manhattan Chamber
of Commerce (NY)

Maple Valley-Black
Diamond Chamber of
Commerce (WA)

Marshall Area
Chamber of
Commerce (MN)

Maryland Chamber of
Commerce (MD)

Maryland Hotel &
Lodging Association

Maryland Retailers
Association

Massachusetts Food
Association

Massachusetts
Lodging Association

Massachusetts
Restaurant
Association

Michigan Chamber of
Commerce (MI)

Michigan Grocers
Association

Michigan Lodging
and Tourism
Association

Michigan Restaurant
Association

Mid-America Grocers
Association

Mid-Atlantic
Hispanic Chamber of
Commerce (MD)

Mid-Atlantic
Petroleum
Distributors
Association

Minnesota Grocers
Association

Minnesota Lodging
Association

Minnesota Rental
Association

Minnesota Restaurant
Association

Minnesota Service
Station &
Convenience Store
Association

Miramar Pembroke
Pines Regional
Chamber of
Commerce (FL)

Mississippi
Hospitality and
Restaurant
Association

Missouri Grocers
Association

Missouri Restaurant
Association

Mobile (AL) Area
Chamber of
Commerce

Monroe Chamber of
Commerce (LA)

Montana Chamber of
Commerce (MT)

Montana Lodging &
Hospitality
Association

Montana
Manufacturing
Council (MT)

Montana Restaurant
Association

Moses Lake Chamber
of Commerce (WA)

Murphysboro
Chamber of
Commerce (IL)

Myrtle Beach Area
Chamber of
Commerce (SC)

Nebraska Chamber of
Commerce & Industry
(NE)

Nebraska Grocery
Industry Association

Nebraska Hotel &
Motel Association

Nebraska Restaurant
Association

Nevada Hotel &
Lodging Association

Nevada Restaurant
Association

New Hampshire
Equipment Rental
Association

New Hampshire
Lodging & Restaurant
Association

New Jersey Food
Council

New Jersey
Restaurant
Association

New Jersey State
Chamber of
Commerce (NJ)

New Mexico
Restaurant
Association

New York Hospitality
& Tourism
Association

New York State Food
Merchants
Association

New York State
Restaurant
Association

MORE TIME FOR FULL TIME

Newberry County Chamber of Commerce (SC)	Oklahoma Hotel & Lodging Association	Store Association of Kansas	San Diego Regional Chamber of Commerce (CA)
Nome Chamber of Commerce (AK)	Oklahoma Restaurant Association	Portland Chamber of Commerce (TX)	Santa Clara Chamber of Commerce & Convention-Visitor's Bureau (CA)
North Carolina Chamber (NC)	Orange County Business Council (CA)	Rathdrum Chamber of Commerce (ID)	Santa Clarita Valley Chamber of Commerce (CA)
North Carolina Restaurant & Lodging Association	Oregon Restaurant & Lodging Association	Rensselaer County Regional Chamber of Commerce (NY)	Schuylkill Chamber of Commerce (PA)
North Carolina Retail Merchants Association	Oshkosh Chamber of Commerce (WI)	Restaurant Association of Maryland	Simi Valley Chamber of Commerce (CA)
North Country Chamber of Commerce (NY)	Overland Park Chamber of Commerce (KS)	Retail Association of Nevada	South Baldwin Chamber of Commerce (AL)
North Dakota Grocers Association	Oxnard Chamber of Commerce (CA)	Retail Grocers of Greater Kansas City	South Carolina Restaurant & Lodging Association
North Dakota Hospitality Association	Ozark Empire Grocers Association	Rhode Island Chamber of Commerce Coalition (RI)	South Carolina Retail Association
North Myrtle Beach Chamber of Commerce (SC)	Palm Desert Area Chamber of Commerce (CA)	Rhode Island Hospitality Association	South Dade Chamber of Commerce (FL)
North Shore Chamber of Commerce (MA)	PennSuburban Chamber of Greater Montgomery County (PA)	Rochester Business Alliance (NY)	South Dakota Home Builders Association
Northern Kentucky Chamber of Commerce (KY)	Pennsylvania Chamber of Business and Industry (PA)	Rocky Mountain Food Industry Association (CO / WY)	South Dakota Retailers Association Restaurant Division
Ohio Chamber of Commerce (OH)	Pennsylvania Food Merchants Association	Rome Area Chamber of Commerce (NY)	South Padre Island Chamber of Commerce (TX)
Ohio Grocers Association	Pennsylvania Restaurant & Lodging Association	Roseburg Area Chamber of Commerce (OR)	Southern Nevada Home Builders Association
Ohio Hotel & Lodging Association	Petroleum & Convenience Marketers of Alabama	Rowan County Chamber of Commerce (NC)	Springfield Area Chamber of Commerce (MO)
Ohio Restaurant Association	Petroleum Marketers and Convenience	Salt Lake Chamber of Commerce (UT)	State Chamber of Oklahoma (OK)

MORE TIME FOR FULL TIME

Tacoma-Pierce
County Chamber
(WA)

Tempe Chamber of
Commerce (AZ)

Tennessee Chamber
of Commerce and
Industry (TN)

Tennessee Grocers &
Convenience Store
Association

Tennessee Hospitality
& Tourism
Association

Texas Association of
Business (TX)

Texas Food & Fuel
Association

Texas Hotel &
Lodging Association

Texas Rental
Association

Texas Restaurant
Association

Texas Retailers
Association

TEXO –The
Construction
Association (TX)

The Business Council
of New York State,
Inc. (NY)

The Chamber of
Reno, Sparks, and
Northern Nevada
(NV)

The Greater Cedar
Valley Alliance &
Chamber (IA)

The Greater Hartsville
Chamber of
Commerce (SC)

The Home Builders
Association of the
Sioux Empire (SD)

The New Hampshire
Business and Industry
Association (NH)

The Northern Rhode
Island Chamber of
Commerce (RI)

Thibodaux Chamber
of Commerce (LA)

Torrance Area
Chamber of
Commerce (CA)

Tucson Metro
Chamber (AZ)

Upper Tampa Bay
Chamber of
Commerce (FL)

Utah Food Industry
Association

Utah Hotel &
Lodging Association

Utah Petroleum
Marketers & Retailers
Association

Utah Restaurant
Association

Utah Retail
Merchants
Association

Valley Industry &
Commerce
Association (CA)

Vermont Chamber of
Commerce (VT)

Vermont Retail and
Grocers Association

Virginia Chamber of
Commerce (VA)

Virginia Hospitality
& Travel Association

Virginia Retail
Merchants
Association

Washington Food
Industry Association

Washington Lodging
Association

Washington
Restaurant
Association

West Chambers
County Chamber of
Commerce (TX)

West Virginia
Chamber of
Commerce (WV)

West Virginia
Hospitality & Travel
Association

West Virginia Oil
Marketers and
Grocers Association

Western DuPage
Chamber of
Commerce (IL)

Wichita Metro
Chamber of
Commerce (KS)

Wilsonville Area
Chamber of
Commerce (OR)

Wisconsin Grocers
Association

Wisconsin Hotel &
Lodging Association

Wisconsin
Manufacturers and
Commerce (WI)

Wisconsin Restaurant
Association

WMDA Service
Station & Automotive
Repair Association
(Washington DC,
Maryland and
Delaware)

Wyoming Lodging &
Restaurant
Association

Youngstown Warren
Regional Chamber
(OH)

Yuba-Sutter Chamber
of Commerce (CA)