

MORE TIME FOR FULL TIME

January 6, 2015

Honorable John A. Boehner
Speaker of the House of
Representatives
United States Capitol
Washington, DC 20515

Honorable Kevin McCarthy
Majority Leader in the
House of Representatives
United States Capitol
Washington, DC 20515

Honorable Steve Scalise
Majority Whip in the
House of Representatives
United States Capitol
Washington, DC 20515

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

Dear Speaker Boehner, Leader McCarthy, and Whip Scalise,

The More Time for Full-Time Coalition (www.moretimeforfulltime.org) greatly appreciates your steadfast support for restoring the traditional definition of full-time employee to 40 hours per week and urges you to move House consideration of legislation to do so as early as possible in the 114th Congress.

Many employees are being hurt by lost wages and hours because the 30-hour-per-week definition in the Affordable Care Act is forcing employers to restructure their workforce by reducing their employees' hours to alleviate the burden of compliance. Harmonizing the definition of full-time employee in the ACA with the traditional 40-hour 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 definition of full-time employment by changing the Affordable Care Act's 30-hour-per-week definition.

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.

Thank you for considering our concerns and for your leadership in addressing a fundamental challenge employees and businesses face in implementing this law.

Sincerely,



National Associations

American Hotel & Lodging Association
American Rental Association (ARA)
Asian American Hotel Owners Association
Associated Builders and Contractors
College & University Professional Association for Human Resources
International Franchise Association
National Association of Convenience Stores
National Association of Manufacturers
National Association of Theatre Owners
National Association of Truck Stop Operators
National Club Association
National Council of Chain Restaurants
National Grocers Association
National Restaurant Association
National Retail Federation
Society for Human Resource Management
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
			ARA of Louisiana

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ARA of Maine	Associated Industries of Massachusetts, Inc. (MA)	Chester County Chamber of Business and Industry (PA)	Fairfax County Chamber of Commerce (VA)
ARA of Maryland			
ARA of Massachusetts	Baltimore Washington Corridor Chamber of Commerce (MD)	Clearwater Regional Chamber of Commerce (FL)	Florida Chamber of Commerce (FL)
ARA of Michigan			Florida Restaurant & Lodging Association
ARA of Montana	Bangor Region Chamber of Commerce (ME)	Cobb Chamber of Commerce (GA)	
ARA of Nebraska		Colorado Hotel & Lodging Association	Fox Cities Chamber of Commerce (WI)
ARA of New Jersey	Barrow County Chamber of Commerce (GA)	Colorado Restaurant Association	Fresno Chamber of Commerce (CA)
ARA of New York			
ARA of North Carolina	Beaver Dam Chamber of Commerce (WI)	Committee of 100 Louisiana (LA)	Fullerton Chamber of Commerce (CA)
ARA of Ohio			Galesburg Area Chamber of Commerce (IL)
ARA of Oklahoma	Boca Raton Chamber of Commerce (FL)	Connecticut Food Association	
ARA of Oregon		Connecticut Lodging Association	Garrett County Chamber of Commerce (MD)
ARA of Pennsylvania	Brownsville Chamber of Commerce (TX)		
ARA of Tennessee	California Grocers Association	Corning Area Chamber of Commerce (NY)	Georgia Food Industry Association
ARA of Vermont			
ARA of Virginia	California Hotel & Lodging Association	Council Bluffs Area Chamber of Commerce (IA)	Georgia Hotel & Lodging Association
ARA of Washington	California Restaurant Association		Georgia Restaurant Association
ARA of Wisconsin		Dakota County Regional Chamber of Commerce (MN)	Glendale Chamber of Commerce (AZ)
Arizona Food Marketing Alliance	Campbell County Chamber of Commerce (WY)	Delaware Restaurant Association	Goshen Chamber of Commerce (IN)
Arizona Lodging & Tourism Association	Cape May County Chamber of Commerce (NJ)	Delaware State Chamber of Commerce (DE)	Grand Junction Area Chamber of Commerce (CO)
Arkansas Grocers and Retail Merchants Association	Carolinas Food Industry Council		
Arkansas Hospitality Association	Catawba County Chamber of Commerce (NC)	Denver Metro Chamber of Commerce (CO)	Grand Rapids Area Chamber of Commerce (MI)
Arkansas State Chamber of Commerce (AK)		Des Plaines Chamber of Commerce & Industry (IL)	Grapevine Chamber of Commerce (TX)
Ashland Area Chamber of Commerce (OH)	Central Chamber of Commerce (LA)		
	Central Delaware Chamber of Commerce (DE)	Dublin-Laurens County Chamber of Commerce (GA)	Greater Burlington Partnership (IA)

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Greater Durham Chamber of Commerce (NC)	Hawai'i Lodging & Tourism Association	Jacksonville-Onslow Chamber of Commerce (NC)	Lubbock Chamber of Commerce (TX)
Greater Flagstaff Chamber of Commerce (AZ)	Hotel Association of New York City, Inc.	Jefferson Chamber of Commerce (LA)	Maine Innkeepers Association
Greater Green Bay Chamber (WI)	Hotel Association of Washington DC	Kansas Food Dealers Association	Maine Restaurant Association
Greater Louisville, Inc. (KY)	Hueneme Chamber of Commerce (CA)	Kansas Restaurant & Hospitality Association	Maine State Chamber of Commerce (ME)
Greater North Dakota Chamber of Commerce (ND)	Idaho Lodging & Restaurant Association	Kentucky Association of Convenience Stores	Marshall Area Chamber of Commerce (MN)
Greater Phoenix Chamber of Commerce (AZ)	Idaho Retailers Association	Kentucky Chamber of Commerce (KY)	Maryland Chamber of Commerce (MD)
Greater Providence Chamber of Commerce (RI)	Illinois Chamber of Commerce (IL)	Kentucky Grocers Association	Maryland Hotel & Lodging Association
Greater Shreveport Chamber of Commerce (LA)	Illinois Food Retailers Association	Kentucky Restaurant Association	Maryland Retailers Association
Greater Springfield Chamber of Commerce (VA)	Illinois Hotel & Lodging Association	Lemoore Chamber of Commerce (CA)	Massachusetts Food Association
Greater Topeka Chamber of Commerce (KS)	Illinois Restaurant Association	Licking County Chamber of Commerce (OH)	Massachusetts Lodging Association
Greece Chamber of Commerce (NY)	Indiana Chamber of Commerce (IN)	Long Beach Area Chamber of Commerce (CA)	Michigan Chamber of Commerce (MI)
Hardy County Chamber of Commerce (WV)	Indiana Grocery and Convenience Store Association	Loudoun County Chamber of Commerce (VA)	Michigan Grocers Association
Harford County Chamber (MD)	Indiana Restaurant & Lodging Association	Louisiana Association of Business and Industry (LA)	Michigan Lodging and Tourism Association
Harlan County Chamber of Commerce (KY)	Iowa Chamber Alliance (IA)	Louisiana Hotel & Lodging Association	Michigan Restaurant Association
Harrisburg Regional Chamber & CREDC (PA)	Iowa Chamber Alliance (IA)	Louisiana Restaurant Association	Mid-America Grocers Association
	Iowa Grocery Industry Association	Louisiana Retailers Association	Mid-Atlantic Hispanic Chamber of Commerce (MD)
	Iowa Restaurant Association		Minnesota Grocers Association
	Irving Hispanic Chamber of Commerce (TX)		Minnesota Lodging Association

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Minnesota Rental Association	Nebraska Hotel & Motel Association	North Carolina Restaurant & Lodging Association	Overland Park Chamber of Commerce (KS)
Minnesota Restaurant Association	Nebraska Restaurant Association	North Carolina Retail Merchants Association	Oxnard Chamber of Commerce (CA)
Miramar Pembroke Pines Regional Chamber of Commerce (FL)	Nevada Hotel & Lodging Association	North Country Chamber of Commerce (NY)	Ozark Empire Grocers Association
Mississippi Hospitality and Restaurant Association	New Hampshire Equipment Rental Association	North Dakota Grocers Association	Palm Desert Area Chamber of Commerce (CA)
Missouri Grocers Association	New Hampshire Lodging & Restaurant Association	North Myrtle Beach Chamber of Commerce (SC)	PennSuburban Chamber of Greater Montgomery County (PA)
Missouri Restaurant Association	New Hampshire Restaurant & Lodging Association	North Shore Chamber of Commerce (MA)	Pennsylvania Chamber of Business and Industry (PA)
Mobile (AL) Area Chamber of Commerce	New Jersey Food Council	Northern Kentucky Chamber of Commerce (KY)	Pennsylvania Food Merchants Association
Monroe Chamber of Commerce (LA)	New Jersey State Chamber of Commerce (NJ)	Ohio Chamber of Commerce (OH)	Pennsylvania Restaurant & Lodging Association
Montana Chamber of Commerce (MT)	New Mexico Restaurant Association	Ohio Grocers Association	Portland Chamber of Commerce (OR)
Montana Lodging & Hospitality Association	New York Hospitality & Tourism Association	Ohio Hotel & Lodging Association	Rathdrum Chamber of Commerce (ID)
Montana Manufacturing Council (MT)	New York State Food Merchants Association	Ohio Restaurant Association	Rensselaer County Regional Chamber of Commerce (NY)
Murphysboro Chamber of Commerce (IL)	New York State Restaurant Association	Oklahoma Grocers Association	Retail Grocers of Greater Kansas City
Myrtle Beach Area Chamber of Commerce (SC)	Newberry County Chamber of Commerce (SC)	Oklahoma Hotel & Lodging Association	Rhode Island Hospitality Association
Nebraska Chamber of Commerce & Industry (NE)	Nome Chamber of Commerce (AK)	Oklahoma Restaurant Association	Rochester Business Alliance (NY)
Nebraska Grocery Industry Association	North Carolina Chamber (NC)	Orange County Business Council (CA)	Rocky Mountain Food Industry Association (CO / WY)
		Oregon Restaurant & Lodging Association	
		Oshkosh Chamber of Commerce (WI)	

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Rome Area Chamber of Commerce (NY)	Tempe Chamber of Commerce (AZ)	Utah Food Industry Association	Western DuPage Chamber of Commerce (IL)
Roseburg Area Chamber of Commerce (OR)	Tennessee Grocers & Convenience Store Association	Utah Hotel & Lodging Association	Wichita Metro Chamber of Commerce (KS)
Rowan County Chamber of Commerce (NC)	Tennessee Hospitality Association	Utah Retail Merchants Association	Wilsonville Area Chamber of Commerce (OR)
Salt Lake Chamber of Commerce (UT)	Texas Association of Business (TX)	Valley Industry & Commerce Association (CA)	Wisconsin Grocers Association
Santa Clara Chamber of Commerce & Convention-Visitor's Bureau (CA)	Texas Food & Fuel Association	Vermont Chamber of Commerce	Wisconsin Hotel & Lodging Association
Santa Clarita Valley Chamber of Commerce (CA)	Texas Hotel & Lodging Association	Vermont Retail and Grocers Association	Wisconsin Manufacturers and Commerce (WI)
Schuylkill Chamber of Commerce (PA)	Texas Rental Association	Virginia Chamber of Commerce (VA)	Wisconsin Restaurant Association
Simi Valley Chamber of Commerce (CA)	Texas Restaurant Association	Virginia Hospitality & Travel Association	Wyoming Lodging & Restaurant Association
South Baldwin Chamber of Commerce (AL)	Texas Retailers Association	Virginia Hospitality & Travel Association	Wyoming Restaurant & Lodging Association
South Carolina Restaurant & Lodging Association	The Business Council of New York State, Inc. (NY)	Virginia Retail Merchants Association	Yuba-Sutter Chamber of Commerce (CA)
South Carolina Retail Association	The Chamber of Reno, Sparks, and Northern Nevada (NV)	Washington Food Industry Association	
South Dakota Retailers Association Restaurant Division	The Greater Cedar Valley Alliance & Chamber (IA)	Washington Lodging Association	
South Padre Island Chamber of Commerce (TX)	The Greater Hartsville Chamber of Commerce (SC)	West Chambers County Chamber of Commerce (TX)	
Springfield Area Chamber of Commerce (MO)	Thibodaux Chamber of Commerce (LA)	West Virginia Chamber of Commerce (WV)	
State Chamber of Oklahoma (OK)	Tucson Metro Chamber (AZ)	West Virginia Hospitality & Travel Association	
	Upper Tampa Bay Chamber of Commerce (FL)	West Virginia Oil Marketers and Grocers Association	