

# MORE TIME FOR FULL TIME

August 5, 2015

The Honorable Mitch McConnell  
Majority Leader  
United States Senate  
Washington, DC 20510

The Honorable Harry Reid  
Democratic Leader  
United States Senate  
Washington, DC 20510

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 Majority Leader McConnell and Democratic Leader Reid:

The More Time for Full-Time initiative ([www.moretimeforfulltime.org](http://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. Because of the importance of this issue, it has grown to include more than 400 business trade associations from all fifty states.

**Today, we are writing to urge the Senate to act on S. 30, the Forty Hours Is Full Time Act of 2015, and restore a sensible definition of full-time work in the Affordable Care Act.** This bipartisan legislation already had a favorable vote in the House of Representatives. It also has forty-two cosponsors in the Senate. Furthermore, an additional thirty-one Democratic Senators recently wrote to President Obama on another issue highlighting the need to “restore the forty-hour work week—a cornerstone of middle-class life in America.” We should all be able to agree that the traditional fulltime definition of 40 hours a week means more money in people’s paychecks.

Many employees are being hurt by lost wages and hours because the 30 hours per week fulltime definition in the Affordable Care Act (ACA) makes it a great deal more expensive for employers to allow part-time employees to work pass the 30 hours threshold. 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.

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 is being lost as employers have been forced to abandon traditional practices in order to avoid the new and significant financial penalties.

We agree with the seventy-three Senators that believe in restoring the forty-hour work week—a cornerstone of middle-class life in America. 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.

Sincerely,

**The More Time for Full Time Management Committee**