



**National Association of Home Builders**

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**Government Affairs**

James W. Tobin III  
Senior Vice President & Chief Lobbyist

April 1, 2014

The Honorable Todd Young  
U.S. House of Representatives  
1007 Longworth House Office Building  
Washington, DC 20515

Dear Representative Young:

On behalf of the more than 140,000 members of the National Association of Home Builders (NAHB), I write in support of H.R. 2575, the *Save American Workers Act of 2013*, which would restore the traditional 40-hour definition of full-time employment in the *Affordable Care Act*. By restoring the traditional 40-hour definition of full-time employment, the *Save American Workers Act of 2013* will provide greater certainty to small employers, which will in turn provide for greater flexibility for planning and future growth.

NAHB strongly opposes the employer mandate included in the *Affordable Care Act*. Without including policies to address cost containment, the new market reforms and broad benefit requirements are having a significantly negative impact on our membership. In a recent NAHB membership survey, our association found that 17 percent of the respondents are struggling with rising costs and do not plan on offering coverage next year. Twenty-seven percent of respondents saw premium increases rise over 20 percent over the last year, including 3 percent who saw premiums rise over 50 percent over the last year.

Additionally, NAHB remains highly concerned about the immediate and long-term consequences of the U.S. Treasury/Internal Revenue Service Shared Responsibility Rule issued in 2013. In an effort to broaden the reach of the employer mandate, the Administration departed from the long-established definition of full-time and part-time employment by sharply reducing the number of hours required to satisfy the definition. This approach has caused great uncertainty among the business community as business owners examine their workforce in order to comply with the new law. The law's definition of full-time as 30 hours of service per week does not reflect employers' workforce needs or employees' desire for flexible hours. NAHB is also concerned that the new definitions could set a dangerous precedent for redefining full-time status in the future, the implications of which are broad.

For these reasons, NAHB urges the U.S. House of Representatives to support H.R. 2575 when it reaches the House Floor for a vote. Thank you for considering our views.

Sincerely,

A handwritten signature in black ink, appearing to read 'James W. Tobin III', is written over a light blue horizontal line.

James W. Tobin III