



August 1, 2013

The Honorable Todd Young
United States House of Representatives
Washington, D.C. 20510

Dear Representative Young,

On behalf of Women Impacting Public Policy (WIPP), I am writing in support of H.R. 2575, the Save American Workers Act of 2013. WIPP is a national, nonpartisan public policy organization advocating on behalf of more than one million women-owned businesses and representing 71 business organizations. We have worked for many years to ensure the success of the Health Insurance Marketplace for small businesses.

Ensuring that small businesses, including women-owned small businesses, have access to the Health Insurance Marketplace for small businesses and competitively priced quality healthcare coverage is a cornerstone of our work to improve health insurance options for the small business community. Our members have consistently raised concerns about the distinction between full-time and part-time employees. We believe H.R. 2575 improves health care reform by ensuring small business owners are not unfairly burdened by the Patient Protection and Affordable Care Act's (ACA) definition of a full-time employee.

Since employers with more than 50 full-time employees or full-time equivalents potentially face penalties through the shared employer responsibility provisions, business size is of critical importance. The definition of a full-time employee in the ACA—working 30 or more hours per week—conflicts with the generally accepted definition of a full-time employee: an individual who works a 40 hour work week. This discrepancy has caused confusion among small business owners over how to determine their obligations under the new law. Additionally, this may force small business owners to make workforce decisions based on the requirements of the law rather than on their workforce needs. This bill allows these owners to continue operating under their previous understanding of a full-time employee.

Our economy is showing signs of growth and small businesses are key to this recovery through job creation and innovation. H.R. 2575 offers an actionable solution to fix an aspect of the ACA that could harm small businesses and hamper this recovery. Small businesses must have adequate time to plan for the future to ensure their compliance and changing the definition of a full-time employee may ease the burden and provide a safe harbor as they make important transitions. H.R. 2575 will create a consistent definition of a full-time employee or full-time equivalent and will allow small businesses to better determine their employer status and obligations under the new law.

Sincerely,

A handwritten signature in blue ink that reads "Barbara Kasoff".

Barbara Kasoff, President
Women Impacting Public Policy