January 22, 2015

Dear Senator,

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

State and Local Associations

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

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<table>
<thead>
<tr>
<th>Association</th>
<th>State/Site</th>
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</thead>
<tbody>
<tr>
<td>ARA of Louisiana</td>
<td>Arkansas Oil Marketers Association</td>
</tr>
<tr>
<td>ARA of Maine</td>
<td>Arkansas State Chamber of Commerce (AK)</td>
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<td>ARA of Maryland</td>
<td>Ashland Area Chamber of Commerce (OH)</td>
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<tr>
<td>ARA of Massachusetts</td>
<td>Associated Builders and Contractors Florida East Coast Chapter</td>
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<td>ARA of Michigan</td>
<td>Associated Builders and Contractor South Texas Chapter</td>
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<tr>
<td>ARA of Montana</td>
<td>Associated Builders and Contractors Los Angeles/Ventura Chapter</td>
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<td>ARA of Nebraska</td>
<td>Associated Builders and Contractors Baltimore Chapter (MD)</td>
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<td>ARA of New Jersey</td>
<td>Associated Builders and Contractors California Chapter</td>
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<td>ARA of New York</td>
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<td>ARA of North Carolina</td>
<td>Associated Builders and Contractors Milwaukee Chapter</td>
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<td>ARA of Ohio</td>
<td>Associated Builders and Contractors Indiana/Kentucky Chapter</td>
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<td>ARA of Oklahoma</td>
<td>Associated Builders and Contractors Maine Chapter</td>
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<td>ARA of Tennessee</td>
<td>Associated Builders and Contractors New Orleans/Bayou Chapter</td>
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<td>Associated Builders and Contractors North Carolina Chapter</td>
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<td>Associated Builders and Contractors West Virginia Chapter</td>
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<td>Associated Builders and Contractors Colorado Chapter</td>
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<td>Associated Builders and Contractors Michigan Chapter</td>
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<td>Arizona Food Marketing Alliance</td>
<td>Associated Builders and Contractors Mississippi Chapter</td>
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<td>Arizona Lodging &amp; Tourism Association</td>
<td>Associated Builders and Contractors New Mexico Chapter</td>
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<td>Arizona Restaurant Association</td>
<td>Associated Builders and Contractors Nevada Chapter</td>
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<td>Arkansas Grocers and Retail Merchants Association</td>
<td>Associated Builders and Contractors New York Chapter</td>
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<tr>
<td>Arkansas Hospitality Association</td>
<td>Associated Builders and Contractors New York Chapter (NY)</td>
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<td>Associated Builders and Contractors Northern Ohio Chapter</td>
<td>Associated Builders and Contractors Oklahoma Chapter</td>
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<td>Associated Builders and Contractors of Alaska</td>
<td>Associated Builders and Contractors of Georgia, Inc.</td>
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<td>Associated Builders and Contractors of Greater Houston</td>
<td>Associated Builders and Contractors of Iowa</td>
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<td>Associated Builders and Contractors of Michigan</td>
<td>Associated Builders and Contractors of the Carolinas</td>
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<td>Associated Builders and Contractors of Western Pennsylvania</td>
<td>Associated Builders and Contractors of New Mexico</td>
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<tr>
<td>Associated Builders and Contractors Pelican Chapter (LA)</td>
<td>Associated Builders and Contractors of Nevada Chapter</td>
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<tr>
<td>Associated Builders and Contractors Rhode Island Chapter</td>
<td>Associated Builders and Contractors of New Mexico Chapter</td>
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<tr>
<td>Associated Builders and Contractors Rocky Mountain Chapter (CO/WY)</td>
<td>Associated Builders and Contractors San Diego Chapter</td>
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</tbody>
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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

Carolinias 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)

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Clearwater Regional Chamber of Commerce (FL)

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Colorado Association of Commerce & Industry (CO)

Colorado Hotel & Lodging Association

Colorado Restaurant Association

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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)

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Georgia Association of Convenience Stores

Georgia Food Industry Association

Georgia Hotel & Lodging Association

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

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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  

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

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