



Johnny C. Taylor, Jr., SHRM-SCP
President & Chief Executive Officer

September 12, 2018

Speaker Paul Ryan
United States House of Representatives

Majority Leader Mitch McConnell
United States Senate

Minority Leader Nancy Pelosi
United States House of Representatives

Minority Leader Charles Schumer
United States Senate

Dear Speaker Ryan and Leaders Pelosi, McConnell and Schumer:

On behalf of 300,000 Human Resource (HR) professionals of the Society for Human Resource Management (SHRM) and the more than 100 million employees they impact, I am writing in strong support of legislative proposals that will help employers comply with the Affordable Care Act (ACA).

SHRM is the world's largest HR membership organization devoted to human resource management. SHRM members implement and comply with critical workplace policies every day, including the design, management and administration of health care benefits. Employer-sponsored plans are the bedrock of the U.S. health care system providing coverage to more than 178 million Americans, representing the largest providers of health care coverage to individuals in the United States.

SHRM supports and urges Congress to consider and pass these two proposals:

- **H.R. 4616, the Employer Relief Act** – This bill would delay the implementation of the excise tax on high-value employer-sponsored coverage and provide relief from the employer mandate penalty for four years.
- **H.R. 3798, the Save American Workers Act** – Currently, the ACA defines a “full-time” employee as working 30 hours per week for purposes of the employer mandate. Defining “full-time” as an employee working 30 hours a week is inconsistent with standard employment practices and benefits coverage requirements in the U.S. and conflicts with other federal laws. H.R. 3798, a bipartisan proposal, would provide employers the flexibility to determine what constitutes “full-time” (between 30 to 40 hours) for health care coverage purposes.

SHRM looks forward to working with you and members of Congress to address the challenges employers are facing as they comply with the ACA and greatly appreciates your leadership and support on this issue.

Sincerely,

Johnny C. Taylor, Jr., SHRM-SCP
President & CEO

cc: All Members of Congress