



May 23, 2017

The Honorable Mitch McConnell
Majority Leader
United States Senate

The Honorable Chuck Schumer
Minority Leader
United States Senate

Dear Majority Leader McConnell and Minority Leader Schumer:

On behalf of the Society for Human Resource Management (SHRM) and our 285,000 members, I am writing to urge your support for employer-provided health benefits as the Senate works on health care reform legislation.

SHRM members design and implement health care benefit plans for employees and their families. As the providers of health care coverage to more than 177 million Americans, employer-sponsored plans are the bedrock of the U.S. health care system and the largest providers of health insurance to individuals in the United States. Because more than half of all Americans get coverage at work, SHRM believes health care reform legislation must strengthen the employer-based health care system.

As you consider health care reform legislation, SHRM urges you to:

- Maintain the flexibility and certainty afforded employers under the Employee Retirement Income Security Act (ERISA), which allows for common benefit plans across state lines and is essential to the success of the employer-based system;
- Repeal the 40 percent excise tax (“Cadillac tax”) on high-value, employer-sponsored health care benefits and avoid any future changes to the tax treatment of employer-sponsored health coverage;
- Eliminate the mandated employer coverage and reporting requirements on employer-sponsored plans to ensure employers have the flexibility to design benefit plans that meet the unique needs of varying workforces;
- Allow employers to continue to adopt innovative strategies to improve health benefit offerings to lower overall U.S. health care costs;
- Repeal the restrictions on the use of and limitations on contributions to health savings accounts and flexible spending accounts.

SHRM greatly appreciates your leadership on this important issue. We look forward to working with you and Congress to enact responsible and effective health care reforms as outlined above.

Sincerely,

Michael P. Aitken
Vice President, Government Affairs

CC: Members of the United States Senate