

# MORE TIME FOR FULL TIME

January 22, 2015

Dear Senator,

Management  
Committee

American Hotel &  
Lodging Association

American Rental  
Association

Asian American Hotel  
Owners Association

International  
Franchise Association

National Association  
of Convenience Stores

National Association  
of Theatre Owners

National Grocers  
Association

National Restaurant  
Association

National Retail  
Federation

Society for Human  
Resource  
Management

U.S. Chamber of  
Commerce

The More Time for Full-Time initiative ([www.moretimeforfulltime.org](http://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	National Association of Manufacturers
American Rental Association (ARA)	National Association of Theatre Owners
Asian American Hotel Owners Association	National Association of Truck Stop Operators
Associated Builders and Contractors	National Club Association
Coalition of Franchisee Associations	National Council of Chain Restaurants
College & University Professional Association for Human Resources	National Franchisee Association
Domino's Franchisee Association	National Grocers Association
Dunkin' Donuts Independent Franchise Owners	National Restaurant Association
Franchise Business Services (Buffalo Wild Wings Franchisees)	National Retail Federation
Independent Association of Kumon Franchisees	North American Association of Subway Franchisees
Independent Organization of Little Caesars Franchisees	Service Station Dealers of America and Allied Trades
International Franchise Association	Small Business & Entrepreneurship Council
National Association of Convenience Stores	Society for Human Resource Management
National Association of Home Builders	Society of American Florists
	U.S. Chamber of Commerce

## State and Local Associations

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

# MORE TIME FOR FULL TIME

ARA of Louisiana	Arkansas Oil Marketers Association	Associated Builders and Contractors Florida Gulf Coast	Associated Builders and Contractors Northern Ohio Chapter
ARA of Maine			
ARA of Maryland	Arkansas State Chamber of Commerce (AK)	Associated Builders and Contractors Greater Michigan Chapter	Associated Builders and Contractors of Alaska
ARA of Massachusetts			
ARA of Michigan	Ashland Area Chamber of Commerce (OH)	Associated Builders and Contractors Heart of America (KS/MO)	Associated Builders and Contractors of Georgia, Inc.
ARA of Montana			
ARA of Nebraska	Associated Builders and Contractors Florida East Coast Chapter	Associated Builders and Contractors Illinois Chapter	Associated Builders and Contractors of Greater Houston
ARA of New Jersey			
ARA of New York	Associated Builders and Contractor South Texas Chapter	Associated Builders and Contractors Indiana/Kentucky Chapter	Associated Builders and Contractors of Iowa
ARA of North Carolina			
ARA of Ohio	Associated Builders and Contractors Los Angeles/Ventura Chapter	Associated Builders and Contractors Inland Pacific Chapter	Associated Builders and Contractors of Metro Washington
ARA of Oklahoma			
ARA of Oregon	Associated Builders and Contractors Baltimore Chapter (MD)	Associated Builders and Contractors Maine Chapter	Associated Builders and Contractors of Michigan
ARA of Pennsylvania			
ARA of Tennessee	Associated Builders and Contractors Central California Chapter	Associated Builders and Contractors Massachusetts Chapter	Associated Builders and Contractors of the Carolinas
ARA of Vermont			
ARA of Virginia	Associated Builders and Contractors Central California Chapter	Associated Builders and Contractors Mississippi Chapter	Associated Builders and Contractors of Western Pennsylvania
ARA of Washington			
ARA of Wisconsin	Associated Builders and Contractors Central Florida Chapter	Associated Builders and Contractors New Jersey Chapter	Associated Builders and Contractors Pelican Chapter (LA)
Arizona Food Marketing Alliance			
Arizona Lodging & Tourism Association	Associated Builders and Contractors Cornhusker Chapter (NE)	Associated Builders and Contractors New Orleans/Bayou Chapter	Associated Builders and Contractors Rhode Island Chapter
Arizona Restaurant Association			
Arkansas Grocers and Retail Merchants Association	Associated Builders and Contractors Eastern PA Chapter	Associated Builders and Contractors NH/VT Chapter	Associated Builders and Contractors Rocky Mountain Chapter (CO/WY)
Arkansas Hospitality Association	Associated Builders and Contractors Empire Chapter (NY)		Associated Builders and Contractors San Diego Chapter

# MORE TIME FOR FULL TIME

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

Carolinas 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)

Chester County  
Chamber of Business  
and Industry (PA)

Clearwater Regional  
Chamber of  
Commerce (FL)

Cobb Chamber of  
Commerce (GA)

Colorado Association  
of Commerce &  
Industry (CO)

Colorado Hotel &  
Lodging Association

Colorado Restaurant  
Association

Columbus Chamber  
of Commerce (OH)

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)

Garrett County  
Chamber of  
Commerce (MD)

Georgia Association  
of Convenience  
Stores

Georgia Food  
Industry Association

Georgia Hotel &  
Lodging Association

# MORE TIME FOR FULL TIME

Georgia Oilmen's Association	Greater Providence Chamber of Commerce (RI)	Home Builders Association of Mississippi	Indiana Restaurant & Lodging Association
Georgia Restaurant Association	Greater Salem Chamber of Commerce (IL)	Home Builders Association of Raleigh-Wake County	Iowa Chamber Alliance (IA)
Glendale Chamber of Commerce (AZ)	Greater Shreveport Chamber of Commerce (LA)	Home Builders Association of St. Louis & Eastern Missouri	Iowa Grocery Industry Association
Goshen Chamber of Commerce (IN)	Greater Springfield Chamber of Commerce (VA)	Hotel Association of New York City, Inc.	Iowa Restaurant Association
Grand Junction Area Chamber of Commerce (CO)	Greater Topeka Chamber of Commerce (KS)	Hotel Association of Washington D.C.	Irvine Chamber of Commerce (CA)
Grand Rapids Area Chamber of Commerce (MI)	Greece Chamber of Commerce (NY)	Hueneme Chamber of Commerce (CA)	Irving Hispanic Chamber of Commerce (TX)
Grapevine Chamber of Commerce (TX)	Hardy County Chamber of Commerce (WV)	Idaho Lodging & Restaurant Association	Jacksonville-Onslow Chamber of Commerce (NC)
Greater Burlington Partnership (IA)	Harford County Chamber (MD)	Idaho Retailers Association	Jefferson Chamber of Commerce (LA)
Greater Durham Chamber of Commerce (NC)	Harlan County Chamber of Commerce (KY)	Illinois Chamber of Commerce (IL)	Kansas Food Dealers Association
Greater Fairbanks Chamber of Commerce (AK)	Harrisburg Regional Chamber & CREDC (PA)	Illinois Food Retailers Association	Kansas Restaurant & Hospitality Association
Greater Flagstaff Chamber of Commerce (AZ)	Hawai'i Lodging & Tourism Association	Illinois Hotel & Lodging Association	Kentucky Association of Convenience Stores
Greater Green Bay Chamber (WI)	Hawaii Food Industry Association	Illinois Restaurant Association	Kentucky Chamber of Commerce (KY)
Greater Louisville, Inc. (KY)	Home Builders & Remodelers of Central New York	Independent Oil Marketers Association of New England (IOMA)	Kentucky Grocers Association
Greater North Dakota Chamber of Commerce (ND)	Home Builders Association of Metropolitan Harrisburg (PA)	Indiana Chamber of Commerce (IN)	Kentucky Restaurant Association
Greater Phoenix Chamber of Commerce (AZ)		Indiana Grocery and Convenience Store 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)	Oklahoma Hotel & Lodging Association	Store Association of Kansas	San Diego Regional Chamber of Commerce (CA)
Nome Chamber of Commerce (AK)	Oklahoma Restaurant Association	Portland Chamber of Commerce (TX)	Santa Clara Chamber of Commerce & Convention-Visitor's Bureau (CA)
North Carolina Chamber (NC)	Orange County Business Council (CA)	Rathdrum Chamber of Commerce (ID)	Santa Clarita Valley Chamber of Commerce (CA)
North Carolina Restaurant & Lodging Association	Oregon Restaurant & Lodging Association	Rensselaer County Regional Chamber of Commerce (NY)	Schuylkill Chamber of Commerce (PA)
North Carolina Retail Merchants Association	Oshkosh Chamber of Commerce (WI)	Restaurant Association of Maryland	Simi Valley Chamber of Commerce (CA)
North Country Chamber of Commerce (NY)	Overland Park Chamber of Commerce (KS)	Retail Association of Nevada	South Baldwin Chamber of Commerce (AL)
North Dakota Grocers Association	Oxnard Chamber of Commerce (CA)	Retail Grocers of Greater Kansas City	South Carolina Restaurant & Lodging Association
North Dakota Hospitality Association	Ozark Empire Grocers Association	Rhode Island Chamber of Commerce Coalition (RI)	South Carolina Retail Association
North Myrtle Beach Chamber of Commerce (SC)	Palm Desert Area Chamber of Commerce (CA)	Rhode Island Hospitality Association	South Dade Chamber of Commerce (FL)
North Shore Chamber of Commerce (MA)	PennSuburban Chamber of Greater Montgomery County (PA)	Rochester Business Alliance (NY)	South Dakota Home Builders Association
Northern Kentucky Chamber of Commerce (KY)	Pennsylvania Chamber of Business and Industry (PA)	Rocky Mountain Food Industry Association (CO / WY)	South Dakota Retailers Association Restaurant Division
Ohio Chamber of Commerce (OH)	Pennsylvania Food Merchants Association	Rome Area Chamber of Commerce (NY)	South Padre Island Chamber of Commerce (TX)
Ohio Grocers Association	Pennsylvania Restaurant & Lodging Association	Roseburg Area Chamber of Commerce (OR)	Southern Nevada Home Builders Association
Ohio Hotel & Lodging Association	Petroleum & Convenience Marketers of Alabama	Rowan County Chamber of Commerce (NC)	Springfield Area Chamber of Commerce (MO)
Ohio Restaurant Association	Petroleum Marketers and Convenience	Salt Lake Chamber of Commerce (UT)	State Chamber of Oklahoma (OK)

# MORE TIME FOR FULL TIME

Tacoma-Pierce County Chamber (WA)	The Greater Hartsville Chamber of Commerce (SC)	Vermont Retail and Grocers Association	Wisconsin Hotel & Lodging Association
Tempe Chamber of Commerce (AZ)	The Home Builders Association of the Sioux Empire (SD)	Virginia Chamber of Commerce (VA)	Wisconsin Manufacturers and Commerce (WI)
Tennessee Chamber of Commerce and Industry (TN)	The New Hampshire Business and Industry Association (NH)	Virginia Hospitality & Travel Association	Wisconsin Restaurant Association
Tennessee Grocers & Convenience Store Association	The Northern Rhode Island Chamber of Commerce (RI)	Virginia Retail Merchants Association	WMDA Service Station & Automotive Repair Association (Washington DC, Maryland and Delaware)
Tennessee Hospitality & Tourism Association	Thibodaux Chamber of Commerce (LA)	Washington Food Industry Association	Wyoming Lodging & Restaurant Association
Texas Association of Business (TX)	Torrance Area Chamber of Commerce (CA)	Washington Restaurant Association	Youngstown Warren Regional Chamber (OH)
Texas Food & Fuel Association	Tucson Metro Chamber (AZ)	West Chambers County Chamber of Commerce (TX)	Yuba-Sutter Chamber of Commerce (CA)
Texas Hotel & Lodging Association	Upper Tampa Bay Chamber of Commerce (FL)	West Virginia Chamber of Commerce (WV)	
Texas Rental Association	Utah Food Industry Association	West Virginia Hospitality & Travel Association	
Texas Restaurant Association	Utah Hotel & Lodging Association	West Virginia Oil Marketers and Grocers Association	
Texas Retailers Association	Utah Petroleum Marketers & Retailers Association	Western DuPage Chamber of Commerce (IL)	
TEXO –The Construction Association (TX)	Utah Restaurant Association	Wichita Metro Chamber of Commerce (KS)	
The Business Council of New York State, Inc. (NY)	Utah Retail Merchants Association	Wilsonville Area Chamber of Commerce (OR)	
The Chamber of Reno, Sparks, and Northern Nevada (NV)	Valley Industry & Commerce Association (CA)	Wisconsin Grocers Association	
The Greater Cedar Valley Alliance & Chamber (IA)	Vermont Chamber of Commerce (VT)		