

**HR 2575, the Save American Workers Act (SAW Act)
Introduced by Congressman Todd Young (R-IN)**

Background:

The traditional work week has always been known as the 40 hour work week. However, the 40 hour work week is not established by law or regulation, but by business. The 40 hour work week comes from practice and although referred to by regulation, is not legally defined.

The Save American Workers Act of 2013, or SAW Act, repeals the 30-hour threshold for classification as a full time employee for purposes of the ACA employer mandate and replaces it with the more traditional 40-hour definition.

The SAW Act would amend the Internal Revenue Code, as amended by the Patient Protection and Affordable Care Act (ACA), to redefine "full-time employee." The ACA mandate requires employers to provide health care coverage for their employees who work at least 30 hours a week, and the SAW Act would amend the ACA to cover workers who work on average at least 40 hours a week.

There are currently 210 co-sponsors, and the Ways and Means Committee approved this bill in a February mark-up by a vote of 23-14.

TRSA Position:

TRSA supports the SAW Act. The ACA definition of full time employee should line up with the traditional 40 hour work week definition of full time employee.

Action Plan:

Please ask your Member of Congress to cosponsor and support the SAW Act.