



April 2, 2014

Dear Representative:

On behalf of the more than 10,000 Dunkin' Donuts and Baskin-Robbins restaurants in the United States, we are writing to urge your support for H.R. 2575, The Save American Workers Act of 2013, when the bill is on the House floor later this week. We believe this bill addresses a critical issue in the Affordable Care Act (ACA).

Since the Affordable Care Act was passed, business owners such as our franchisees have expressed concerns about the law redefining full-time work as 30 hours instead of 40 hours. For many decades, the employer-employee relationship has been based on the 40-hour workweek. Federal and State employment laws are also based on this premise.

However, now as a result of the Affordable Care Act, small and medium sized employers such as our franchisees, are concerned about how to manage two different definitions of full-time employment: 30 hours for purposes of the ACA yet 40 hours for all other federal employment laws. Most franchisees don't have HR departments. They either hire a vendor or manage employment records themselves. The administrative complexity of managing two different standards in the workplace is a concern for business owners across this country. The ACA's definition of 30 hours must be changed, and H.R. 2575 makes this simple change by restoring the 40-hour workweek. Additionally, we believe this change would be consistent with the look-back periods and other regulatory changes by Treasury Department.

While we understand the debate surrounding healthcare reform is political and controversial, our franchisees are still responsible for implementing this law. We believe a law this complex needs corrections to ensure effective implementation. Changing the definition of full time employment to 40 hours is the most important change you could support to help small business owners.

This legislation has the bipartisan support of over 200 Members of Congress. We urge you to support for this legislation when it comes before the House for a vote. Thank you for your consideration.

Sincerely,

Nigel Travis
Chairman and Chief Executive Officer
Dunkin' Brands, Inc.

Clayton Turnbull
Dunkin' Donuts Franchisee, Massachusetts
Franchisee Chair, Brand Advisory Council

Varuzh Tirityan
Baskin-Robbins Franchisee, California
Franchisee Chair, Brand Advisory Council

