



National Association of Theatre Owners

FACT SHEET 40-HOUR WORK WEEK

Congress Should Restore the 40-Hour Definition of “Full-Time Employment” in the Affordable Care Act.

-  Under the Patient Protection and Affordable Care Act's employer responsibility requirement, movie theater companies and other businesses that average 50 or more “full-time equivalent” workers face stiff penalties if they do not offer full-time employees and their dependents qualified health insurance coverage.
-  Although this requirement—a cornerstone of the Affordable Care Act—aimed to protect workers, it was poorly conceived in Congress' rush to achieve the law's passage. Among its many flaws, the requirement sets the full-time threshold at 30 hours a week—upending the traditional 40-hour work week that has long been the standard for American businesses.
-  Small businesses are the engine of job growth in this country, but the Affordable Care Act's radically different definition of what constitutes “full-time employment” actually discourages small businesses from creating jobs and hiring new employees. Instead of focusing on ways to expand operations to better serve their communities, Main Street business owners must focus on limiting exposure to prohibitive health care costs by ensuring their workers do not trigger this arbitrary 30-hour threshold.
-  Even Teamsters President James Hoffa signed a letter to President Obama declaring that the Affordable Care Act will “destroy the foundation of the 40 hour work week that is the backbone of the American middle class.” Something is broken when you have big labor agreeing with the business community that a law will destroy the health and wellbeing of millions of other hard-working Americans.
-  Cinema owners across the nation support the growing number of bills in Congress that would restore the historical work week standard, which is both proven and effective. It is vital that Congress passes legislation like the Forty Hours is Full Time Act (S. 30), which would replace the 30-hour definition of “full-time employment” in the Affordable Care Act with the traditional 40-hour standard.
-  This small but significant change to health care reform would protect the livelihoods of workers and encourage business growth. This is especially true for the cinema industry, which is a leader in employing young first-time job holders, individuals with disabilities and elderly persons seeking to supplement their income—workforce demographics that generally have difficulty finding employment in this challenging economy.