

113<sup>TH</sup> CONGRESS  
2<sup>D</sup> SESSION

# H. R. 2575

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## AN ACT

To amend the Internal Revenue Code of 1986 to repeal the 30-hour threshold for classification as a full-time employee for purposes of the employer mandate in the Patient Protection and Affordable Care Act and replace it with 40 hours.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “Save American Work-  
3 ers Act of 2014”.

4 **SEC. 2. REPEAL OF 30-HOUR THRESHOLD FOR CLASSIFICA-**  
5 **TION AS FULL-TIME EMPLOYEE FOR PUR-**  
6 **POSES OF THE EMPLOYER MANDATE IN THE**  
7 **PATIENT PROTECTION AND AFFORDABLE**  
8 **CARE ACT AND REPLACEMENT WITH 40**  
9 **HOURS.**

10 (a) **FULL-TIME EQUIVALENTS.**—Paragraph (2) of  
11 section 4980H(c) of the Internal Revenue Code of 1986  
12 is amended—

13 (1) by repealing subparagraph (E), and

14 (2) by inserting after subparagraph (D) the fol-  
15 lowing new subparagraph:

16 “(E) **FULL-TIME EQUIVALENTS TREATED**  
17 **AS FULL-TIME EMPLOYEES.**—Solely for pur-  
18 poses of determining whether an employer is an  
19 applicable large employer under this paragraph,  
20 an employer shall, in addition to the number of  
21 full-time employees for any month otherwise de-  
22 termined, include for such month a number of  
23 full-time employees determined by dividing the  
24 aggregate number of hours of service of employ-  
25 ees who are not full-time employees for the  
26 month by 174.”.

1           (b) FULL-TIME EMPLOYEES.—Paragraph (4) of sec-  
2 tion 4980H(c) of the Internal Revenue Code of 1986 is  
3 amended—

4           (1) by repealing subparagraph (A), and

5           (2) by inserting before subparagraph (B) the  
6 following new subparagraph:

7           “(A) IN GENERAL.—The term ‘full-time  
8 employee’ means, with respect to any month, an  
9 employee who is employed on average at least  
10 40 hours of service per week.”.

11          (c) EFFECTIVE DATE.—The amendments made by  
12 this section shall apply to months beginning after Decem-  
13 ber 31, 2013.

Passed the House of Representatives April 3, 2014.

Attest:

*Clerk.*

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