



January 31, 2022

The Honorable Nancy Pelosi  
Speaker of the House  
United States House of Representatives  
Washington, DC 20515

The Honorable Chuck Schumer  
Senate Majority Leader  
United States Senate  
Washington, DC 20510

The Honorable Kevin McCarthy  
House Minority Leader  
United States House of Representatives  
Washington, DC 20515

The Honorable Mitch McConnell  
Senate Minority Leader  
United States Senate  
Washington, DC 20510

Dear Congressional Leaders:

Congress should reinstate pre-deductible telehealth services for high-deductible health plans and health savings accounts (HDHP-HSAs) in the upcoming spending bill. SHRM (the Society for Human Resource Management) and our 300,000+ HR professionals and business executives members attribute the lapsed telehealth benefit policy to increased access to healthcare and it was a valued option for workers.

SHRM research found that throughout the COVID-19 pandemic 43 percent of organizations expanded telehealth services and 49 percent maintained telehealth benefits. Improved access to telehealth allows employees to access health care options at their convenience and expands the services and providers available to them. First dollar coverage benefits employees because it allows health insurance providers to cover telehealth services without a patient having to first pay their copay or deductible.

The COVID-19 pandemic was a catalyst for many businesses to reset the workplace. SHRM encourages Congress to consider how the reinstatement of this telehealth flexibility made in response to the pandemic would benefit workers and employers moving forward. SHRM and our members stand ready to assist Congress in this effort. Thank you.

Sincerely,

A handwritten signature in black ink that reads 'Emily M. Dickens'. The signature is written in a cursive, flowing style.

Emily M. Dickens  
*Chief of Staff, Head of Government Affairs  
& Corporate Secretary*