

February 27, 2025

The Honorable Mike Johnson
Speaker of the House
United States House of Representatives
Washington, DC 20515

The Honorable John Thune
Senate Majority Leader
United States Senate
Washington, DC 20510

The Honorable Hakeem Jeffries
House Minority Leader
United States House of Representatives
Washington, DC 20515

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

Dear Speaker Johnson, Leader Thune, Leader Schumer, and Leader Jeffries:

The undersigned stakeholders – representing employers, patient advocates, health care companies, health care providers, consumer groups, and other stakeholders – appreciate Congress’ work to respond to the urgent health care needs of our country, especially your efforts to expand access to care and improve affordability by allowing employers and health plans to offer telehealth services pre-deductible. The expanded flexibilities for Health Savings Account-eligible plans, first enacted in 2020 and subsequently extended to the end of 2024, have helped millions of Americans access the care they need.

Regrettably, Congress failed to address this [popular](#) provision, which expired at the end of 2024. Employers are now required to charge employees more to access telehealth services, creating a barrier to care, including tele-mental health and other specialty care. The nation’s [growing](#) mental health crisis demonstrates that Americans need more access to affordable mental and behavioral health services, not less. Importantly, 98% of [employers](#) say maintaining this telehealth flexibility would be beneficial for their plans and covered employees and their families, with 72% stating that it would be “important” or “very important.”

The more than 300 signatories below urge Congress to immediately pass legislation to make this flexibility permanent retroactive to January 1, 2025. There is bipartisan, bicameral support in Congress to extend the flexibility for plans and employers to offer telehealth pre-deductible.

Telehealth Expands Access to Mental Health Care

In 2025, 81% of [employers](#) intend to offer employees and their dependents access to lower- or no-cost mental health support through their tele-mental health provider. This access is critical to supporting employee and family mental health needs and contributes to the call by nearly all employers to make permanent this important provision. Without permanent flexibility, employees will face higher out-of-pocket costs to access this care, creating another barrier to necessary treatment.

Employers remain committed to the mental health and emotional well-being of their employees and virtual care is a key tool to meet those commitments. In 2023, 74% of [large employers](#) named expanding behavioral healthcare access as an important or very important priority for the next three to five years. Employers want to ensure their workers can continue to access these services at no or low costs. In fact, the latest [survey](#) data shows two-thirds of employers view virtual health as having a significant impact on health care in the future.

Employees Want Continued Access to Telehealth Services

Employees do not want to lose access to pre-deductible telehealth benefits. In a December 2022 [survey](#), 78% said the flexibility made it easier to seek out needed health care services and 73% said “Congress should make permanent the provisions that allowed for coverage of telehealth services before paying their full deductible.”

The [support](#) for affordable telehealth and tele-mental health is strong. Allowing employers and health plans to continue offering these important services pre-deductible improves affordability and expands access. **We laud the bipartisan cosponsors for their work, and we urge Congress to act now to enact legislation that will make permanent this important flexibility.**

Sincerely,

Academy of International Mobile Healthcare Integration (AIMHI)

Accolade

adidas

AHIP

Ahold Delhaize USA Services

Air Conditioning Contractors of America

AlediumHR

Alliance for Aging Research

Alliance for Connected Care

Alliance for Headache Disorders Advocacy

Alliance to Fight for Health Care

Alliant Insurance Services

Alpha-1 Foundation

ALS Association

AltaMed Health Services

Amazon

AMC Networks Inc.

American Association for Psychoanalysis in Clinical Social Work

American Association for Respiratory Care

American Benefits Council

American College of Medical Genetics and Genomics

American Fidelity Corporation

American Medical Informatics Association

American Mental Health Counselors Association
American Residential Services
American Telemedicine Association
American Woodmark
Amwell
Aon
Apple
Argentum
Association for Behavioral Health and Wellness
Association of Benefit Administrators
Asynhealth Inc
AT&T
ATA Action
Behavior
BenefitsTec
Bicycle Health Medical Group
Bicycle Health, Inc.
Blue Cross Blue Shield Association
Business Group on Health
Business Roundtable
Caliber
California Agents and Health Insurance Professionals (CAHIP)
California Health Care Coalition
California Schools VEBA
Capital One
CarMax
Caspers Company
CC Industries
CGS Family Partnership
Church of God Benefits Board (Cleveland, TN)
Cigna
CirrusMD
Columbia University Irving Medical Center
Compassion & Choices
Concordia Plan Services
Consumer Health Alliance
Consumer Technology Association
CopilotIQ
Corporate Health Care Coalition
Council for Affordable Health Coverage
Covington Chamber of Commerce
Cox Enterprises, Inc.
CPR Financial & Insurance Services, Inc.
Crayola LLC
Cubic Corporation
Curai, Inc.

Cure CMD
Deere & Company
DFW Business Group on Health
DialCare LLC
Dickinson Wright PLLC
DICK'S Sporting Goods, Inc.
Digital Medicine Society (DiMe)
Direct Primary Care Coalition
Dogtown Media
Doosan Bobcat North America
Dorsey & Whitney LLP
Dow, Inc.
Eagle Telemedicine
eBay, Inc.
Economic Alliance for Michigan
Elevance Health
Emmanuel Faith Community Church, Inc.
Employers Council on Flexible Compensation (ECFC)
Employers' Advanced Cooperative on Healthcare
Energy Transfer LP
Entergy
eVisit
Fast DOC LLC
Fidelity Investments
Florida Alliance for Healthcare Value
Floridians for Accountability in Health Care,
FMI - The Food Industry Association
Foley & Lardner LLP
FOLX Health
Fortune Brands Innovations, Inc.
Galileo
Garfield Park Chamber of Commerce
Geisinger Health System
GenieMD Medical Group
GenieMD, Inc.
Gesundheit Advisors LLC
GO2 for Lung Cancer
Golden Services, LLC
Greater Philadelphia Business Coalition on Health
Greif
GXO Logistics Services, Inc.
Halliburton
Haverford College
Hazel Health, Inc.
Headspace
Health Action Council

Health Care Service Corporation
Health Innovation Alliance
Health Intelligence Partners
Healthcare Leadership Council
HealthCareTN
HealthTap
HERE N.A. LLC
Hinge Health
Houston Business Coalition on Health
HR Policy Association
HSA Coalition
HUB International
Hydrocephalus Association
IBM
ICAN, International Cancer Advocacy Network
Identity Insights, LLC
Illinois Black Chamber of Commerce Corporation
Imagine360, LLC
Imago Rehab
IMPOWER
Included Health, Inc.
Independent Insurance Agents & Brokers of America
Ingram Micro Holding Corporation
Inspira Financial
Intel Corporation
International Pemphigus & Pemphigoid Foundation
InterWest Insurance Services LLC
Kansas Business Group on Health
KDC/ONE
KeyCare
Koch Enterprises, Inc.
Koch, Inc.
Kohler Co.
Kohnlinq, Inc.
Lehigh Valley Business Coalition on Healthcare (LVBCH)
LifeMD, Inc.
Lifepoint Health
Lively, Inc.
Lockton
Longview Chamber
LT Telehealth/LocumTenens.com
Lumen Technologies
Lyft
M & M Benefit Solutions Insurance Services
Maine Primary Care Association
Marshfield Clinic Health System

Medical Transportation Management, Inc.
MedWand Solutions, Inc.
Mend
Mental Health America
Mercer
Metals Service Center Institute
Michigan Neurological Association
Midwest Business Group on Health
Miles for Migraine
Minnesota Hospital Association
MLD Foundation
Monebo Technologies, Inc
Moog
MTM, Inc.
Mutual of Omaha Life Insurance Company
My Gene Counsel
NABIP (Benefits and Insurance Professionals)
National Alliance of Healthcare Purchaser Coalitions
National Association of Emergency Medical Technicians (NAEMT)
National Association of Insurance and Financial Advisors
National Association of Manufacturers
National Association of Pediatric Nurse Practitioners
National Association of Social Workers
National Church Residences
National Employers Association
National Federation of Independent Business
National Grange
National Retail Federation
Nest Collaborative
Networking Technologies and Support, Inc.
Nevada Business Group on Health
New Jersey Association of Mental Health and Addiction Agencies, Inc.
New Jersey Clinical Consulting
NewBridge Services
Newfront
Niagara Bottling, LLC
NIM Longevity
North Carolina Business Coalition on Health
North Shore Bank
North Texas Commission
NRECA - America's Electric Cooperatives
NTCA The Rural Broadband Association
Ohio Chamber of Commerce
Omada Health, Inc.
Omnicell, Inc.
One Call

One to One Health
Optum Tri State
Oshi Health
Paloma Health
PAN Foundation
Panera, LLC
Parsley Health
Partnership for Employer-Sponsored Coverage
Partnership to Advance Virtual Care (PAVC)
Patriot Rail Company
Paul Hastings LLP
Pelago
Penn State Health
Pietzsch Law Group
Piper Jordan
PMPITeleMed
Portico Benefit Services
PRA Group, Inc
Procter & Gamble
Provo City
Psychiatric Medical Practitioners, Inc
Psychotherapy Action Network
Purchaser Business Group on Health (PBGH)
PursueCare
Qualtrics
Quantum Services Group LLC
Radish Health
Reale Consulting, Inc.
Re-architect Health LLC
Rehabilitation & Community Providers Association of PA RCPA
Retail Industry Leaders Association
Retailers Association of Massachusetts
Revive Health
Rezilient Health
Rhode Island Business Group on Health
Rula Health
Rural Hospital Coalition
RWE Clean Energy Services, LLC
RxHomeTest
Ryman Hospitality Properties, Inc
Sanford Health Plan
Schuylkill Chamber of Commerce
ScionHealth
Security Health Plan
SHRM
Shutterstock, Inc.

Silicon Valley Employers Forum
SimpliFed
SiriusXM Radio Inc
Small Business & Entrepreneurship Council
Society of Professional Benefit Administrators
Sony Interactive Entertainment
Soulful Recovery
St. Louis Area Business Health Coalition
Stanley Black & Decker, Inc.
STXBP1 Foundation
Sword Health
SYNCON LLC
Tate & Lyle
Teladoc Health
Texas Business Group on Health
Texas Heath Resources
The Alliance - Midwest
The Campbell's Company
The Church Alliance
The Council of Insurance Agents & Brokers
The ERISA Industry Committee
The Goodyear Tire & Rubber Company
The Health Care Blog
The Oklahoma Business Coalition on Health
The Trevor Project
The Wagner Law Group
The Wright Centers for Community Health and Graduate Medical Education
TheraTec, Inc
Transarent
Trihydro Corporation
United Airlines
United Brotherhood of Carpenters
United Natural Foods, Inc.
UnitedHealthcare
UnitedHealthcare Global
University of Pittsburgh Medical Center (UPMC) Health System
URAC
US Chamber of Commerce
Validic
VCU Health System Authority
Vida Health, Inc.
ViewFi Health
Visana Health
Vori Health
Vorys Sater Seymour & Pease LLP
Walmart

Warner Pacific Insurance Services
Washington Health Alliance
WeKonnnect, LLC
Wespath Benefits and Investments
WEX, Inc.
Wheel Health
Wisp
Workit Health
Yorba Linda Chamber of Commerce
Zinpro Corporation