

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