

**Greater North Dakota Chamber
HB 1301
House Industry, Business, and Labor Committee
January 27th, 2021**

Mr. Chairman and members of the House Industry, Business, and Labor Committee, my name is Arik Spencer, President and CEO of the Greater North Dakota Chamber. GNDC is North Dakota's largest statewide business advocacy organization. We are here in opposition to House Bill 1301.

While we are supportive of the COVID-19 liability protections offered to employers by HB 1302, our opposition is because a business owner should have the right and ability to determine how they operate their business. GNDC believes that business owners understand how their decisions impact their business's success and make decisions in their business's best interest. Owners who wish to require their employees to become vaccinated for any communicable disease, whether for COVID-19, tetanus, or the flu, it's for the benefit of their operation.

Employment is a two-way street. Employers select employees, but employees also select who their employer is. Employees determine where they wish to work for various reasons, and the requirement for vaccination can be weighed along with other factors, including pay, hours, duties, and personal belief systems. While very few employers generally require vaccinations, employees ultimately choose whether to accept any requirement of employment as employers compete against each other for workers.

Mr. Chairman, this concludes my remarks. I urge the committee to reject HB 1301, and I would be happy to stand for any questions you have.