



## NORTH DAKOTA STATE BUILDING AND CONSTRUCTION TRADES COUNCIL

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To the Honorable Mike Lefor and Member Representatives of the House Industry,  
Business and Labor Committee

RE: House Bill 1408; Definition of Wages for Purposes of Workers' Compensation  
Benefits

The North Dakota State Building and Construction Trades Council is in support of HB 1408. Workers' wages should be defined as a combination of gross earnings plus premiums paid for both health insurance and retirement programs for evaluation of a weekly benefit amount.

As defined in its purpose of workforce safety and insurance law, North Dakota "...declares the prosperity of the state depends in a large measure upon the well-being of its wageworkers, and, hence, for workers injured in hazardous employments, and for their families and dependents..." To fulfill this declared prosperity goal for wageworkers to the fullest, gross wages plus premiums for health insurance and retirement programs needs to be considered when determining the weekly benefit amount for temporary total, permanent total, or temporary partial disability benefits to workers who have been injured in their employment.

The aim of disability insurance is to ensure an equitable financial prosperity of life to the worker and their dependents that existed prior to the injury. This legislation will promote this declared prosperity of the worker along with the prosperity of North Dakota to the fullest.

As such, we respectfully urge a do pass recommendation for HB 1408.

With Kindest Regards, I am

Jason Ehlert  
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