



**THE CHAMBER**  
FARGO MOORHEAD WEST FARGO

**Letter of Opposition – HB 1608**

Wednesday, February 5, 2025

Chairman Warrey and Members of the House Industry, Business, and Labor Committee,

For the record, my name is Cale Dunwoody, and I have the distinct pleasure of serving as the Vice President of Public Policy for the Fargo Moorhead West Fargo Chamber of Commerce (FMWF Chamber). On behalf of our over 1,700 members, I respectfully offer testimony in opposition to House Bill 1608.

At the FMWF Chamber, our mission is to protect and promote business, inspire individuals, cultivate communities, and influence action. While we recognize the intentions of this bill and deeply respect the ability to observe religious practices, we also recognize the unintended consequences this bill would create – hindering the ability of businesses to effectively meet the unique needs of workforce.

In today's fast-paced and evolving business landscape, decisions regarding a business's operations are best made by the businesses themselves. Localized and autonomous decision-making ensures that businesses can meet the ever-changing needs of their customers and employees. To compete effectively in a global marketplace, we must avoid creating unnecessary barriers that infringe upon a business's freedom to operate. Regulations negatively impact the vibrancy and vitality of the business community and local economies.

As this committee considers this bill, we urge you to recognize the impacts it would have on businesses, consumers, and communities alike. We respectfully urge this committee to give House Bill 1608 a DO NOT PASS recommendation.

Thank you for your consideration on this critical matter and your support for North Dakota's business community.

Sincerely,

Cale Dunwoody  
Vice President of Public Policy  
Fargo Moorhead West Fargo Chamber of Commerce