



November 9, 2021

FMWF Chamber Opposition to HB 1510

Chairman Weisz, Chairwoman Lee, and members of the Joint Technical Corrections Committee,

For the record, my name is Katherine Grindberg and I serve as the Vice President of Public Policy for the Fargo Moorhead West Fargo (FMWF) Chamber of Commerce. The Chamber's mission is to be a catalyst for economic growth and prosperity for businesses, members, and the greater community. Today, on behalf of our over 1,900 members, I offer testimony in opposition to House Bill 1510 as written.

We realize there is an appetite to advance legislation related to COVID-19 vaccinations, among other topics, and strongly urge that business flexibility is prioritized and federal compliance is recognized.

Section one includes language making it unlawful for an employer to refuse employment to an individual based on their vaccination status. The federal mandate for businesses with over 100 employees is to develop, implement, and enforce a mandatory COVID-19 vaccine or allow employees to elect to undergo weekly COVID-19 testing and wear a face covering at the workplace. The federal contractor rule, however, doesn't allow for the testing option. For those with federal contracts, this is a concerning inconsistency, as this bill would seem to subject businesses to liability for discrimination for terminating or not hiring someone who refuses vaccination, which is contrarily required by law. Penalizing employers for complying with federal law is not a fair practice. Additional exemption language regarding a federal law, rule, or guidance is necessary.

The Chamber opposes any legislation that doesn't respect this business flexibility or creates inconsistency with federal compliance. Thus, I respectfully ask this committee to recommend a DO NOT PASS to House Bill 1510 as written.

Thank you for your time and consideration, I will now stand for any questions from the committee.

Respectfully,



Katherine Grindberg

Vice President of Public Policy

FMWF Chamber of Commerce

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