



**GREATER NORTH DAKOTA CHAMBER
HB 1452
House Human Services Committee
Chair Matthew Ruby
January 28, 2025**

Mr. Chairman and members of the Committee, my name is Arik Spencer, and I am the President and CEO of the Greater North Dakota Chamber. GNDC is North Dakota's largest statewide business advocacy organization, with membership represented by small and large businesses, local chambers, and trade and industry associations across the state. We stand in **opposition** of House Bill 1452.

In our 2024 ND Economics and Employer Survey of our membership, when asked to name one thing the state government could do to help your business, the top answer was to make healthcare more affordable, not more expensive, which HB 1452 may do in 2027.

Last fall, the Insurance Commissioner approved small group insurance premium increases between 6.3 and 15.3 percent for the 2025 plan year. Healthcare and prescription drug coverage mandates, like HB 1452, increase business burdens and costs. These increases leave employers with hard decisions when it comes to compensation packages. Do they continue offering employer-sponsored health insurance, or do they provide cost-of-living raises to help employees pay for rent and groceries?

The bill's fiscal note validates our cost concerns with an estimated NDPERS premium increase of 8.3%, or \$72,000,000, in the 2025-2027 biennium. If this bill were only applicable to state employees, we would not have an issue. We will be the first to say that employers should have autonomy in developing compensation packages. However, this bill specifically includes a requirement that PERS draft a bill for the next legislative session applying this to the private sector.

As drafted, rather than making healthcare more affordable, this will increase costs for businesses by shifting them to the employer. Especially when you consider there are at least five the other bills this session that include mandates that either would or could be applied in the future. These costs add up, and they don't go away.