



# Details

OF THE NATIONAL BUSINESS GROUP ON HEALTH'S POSITION

## Opposing an Employer Mandate

### **Oppose Mandates Requiring Employers to Either Offer Health Coverage or Pay the Government**

States and the federal government should be working with health plans, employers and other stakeholders to develop, offer, and promote low cost, voluntary programs to cover working families who have low or moderate incomes, and programs to assist small employers offer health coverage to their employees (including health insurance exchanges, new pooling arrangements, and the ability to purchase coverage approved in other states—see supporting document for a list of options that states can consider to expand coverage without amending ERISA).

### **Forcing Employers To Offer Coverage Makes the Problem Worse**

Many employers currently voluntarily provide health care coverage for over 130 million employees, retirees, and their families, encouraged to do so in part through ERISA and favorable tax policies, but also because it makes business sense to improve employees' health and productivity.

Mandating that employers offer coverage or requiring them to pay the government is very harmful to working families and our economy because it will only force employers to eliminate jobs, move more jobs offshore, keep unfilled positions open, stunt future job growth, and raise consumer prices.

Employer mandates lead to a slippery slope of additional benefit mandates that would reduce employers' benefit flexibility and raise costs, often for benefits of questionable value. Studies have shown that every 1% increase in health benefit costs increases the uninsured by 100,000 and also increases unemployment and slows job growth.

