



GREATER NORTH DAKOTA CHAMBER
SB 2274
Senate Human Services Committee
Chair Judy Lee
February 10, 2023

Madam Chair and members of the Senate Human Services Committee, my name is Andrea Pfennig with 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 Senate Bill 2274.

This bill would apply to more than COVID vaccines. It would apply to every vaccine, including those for deadly diseases like polio, measles, and diphtheria that have largely been eradicated due to vaccines. This bill would also prohibit employers from discrimination in any term, condition, or privilege of employment. For many businesses, that means any processes they may have in place to provide reasonable accommodations to unvaccinated employees would be unavailable.

The last few years have demonstrated that we cannot anticipate what may occur in the future. This bill is far-reaching and could hinder possible solutions to other public health emergencies that may arise. Depending on the future federal regulatory environment, this bill has the potential to make employers choose whether to break state or federal laws & regulations.

GNDC has long supported the right of employers to determine policies for their operations and workforce. Businesses know the best course of action for their functions, and it is their choice to determine the policies they enact.

We request a Do Not Pass on SB 2274.