



Findings from ERIC Survey on Health Care Reform Legislation

The ERISA Industry Committee (ERIC) is a non-profit association committed to representing the advancement of the employee retirement, health, and compensation plans of America's largest employers. ERIC's members provide benchmark retirement, health care coverage, compensation, and other economic security benefits directly to tens of millions of active and retired workers and their families. ERIC has a strong interest in proposals affecting its members' ability to deliver those benefits, their cost and their effectiveness, as well as the role of those benefits in the American economy. For more information about ERIC, visit www.eric.org



Results of ERIC Survey on Health Care Reform Legislation

The ERISA Industry Committee (“ERIC”) recently conducted a survey of its membership to better understand their priorities for health care reform. The survey, which was conducted from January 25 to February 5, 2010, found that an overwhelming majority (87%) of ERIC members who responded favor passage of some form of health care reform. ERIC and its members have long been strong advocates for responsible reform and believe it is of paramount importance to ensure the future fiscal viability of the economy. The vast majority of respondents (73%) would support a slimmed down approach, while only 14% of respondents favor a comprehensive bill like those that have stalled in the wake of the Massachusetts special election.

In addition to favoring reform, the survey reinforced that ERIC members strongly favor preserving and building upon the employer-based system and uniformly reject proposals that jeopardize it. ERIC members were nearly unanimous (97%) in their support of the inclusion of a clause which would guarantee non-interference with ERISA’s preemption provisions in reform legislation. Employers rely on ERISA’s preemption provisions to provide uniform benefits to their employees regardless of their geographic location. In fact, 100% of respondents listed a breach of the ERISA preemption provisions, including legislation that would allow state waivers of ERISA’s protections, as an item that should not be included in health reform legislation.

ERIC members offer comprehensive health insurance benefits to millions of workers and their families. Employers view these benefits as key recruitment and retention tools and are vehemently opposed to any proposal that would jeopardize their ability to provide benefits to their employees. Nearly all respondents stated opposition to a plan that would provide incentives to employees to purchase insurance outside of the employer’s plan. Employers in commentary to this question reported that a voucher system like the one included in the Senate version of health care reform would dramatically increase their costs through adverse selection and could lead to the eventual demise of the employer-based system.

The survey also reinforced that large employers are alarmed at the escalating costs of health care and expressed an unwavering view that cost containment must be addressed in any reform legislation. According to the survey, ERIC members strongly support several cost containment strategies that have already been debated in Congress. Nearly all respondents favor reform of medical malpractice laws and fostering the use of interoperable health information technology. Additionally, a large majority of respondents favor increasing HIPAA rewards to encourage participation in wellness programs.

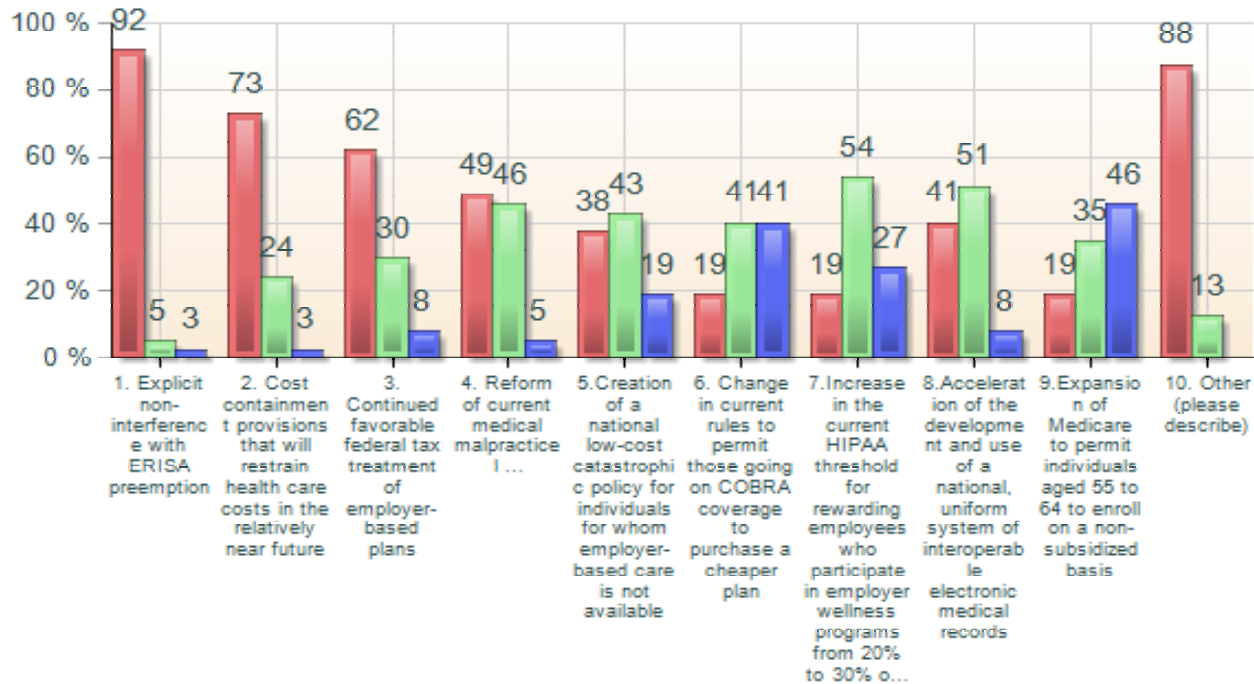
ERIC members have traditionally opposed all initiatives that would eliminate their ability to tailor benefits to the specific needs of their work force. Respondents to this survey echoed those concerns. Nearly two-thirds of survey respondents oppose a pay-or-play mandate. In addition, 84% of respondents were strongly opposed to the inclusion of a proposal that would end their ability to make changes to retiree benefits without a corresponding change to active worker benefits.

ERIC and its members are committed to enacting meaningful reform and will continue to play a constructive role in the health care reform debate. For more information on this survey or on health care issues affecting large employers please contact Gretchen Young, Vice President of Health Policy at gyoung@eric.org.

ERIC Survey on Health Care Reform Legislation

Which of the following provisions SHOULD be included in healthcare reform legislation: Rank each option below according to the following scale of: 1) very important to include; 2) somewhat important to include; and 3) not important or neutral

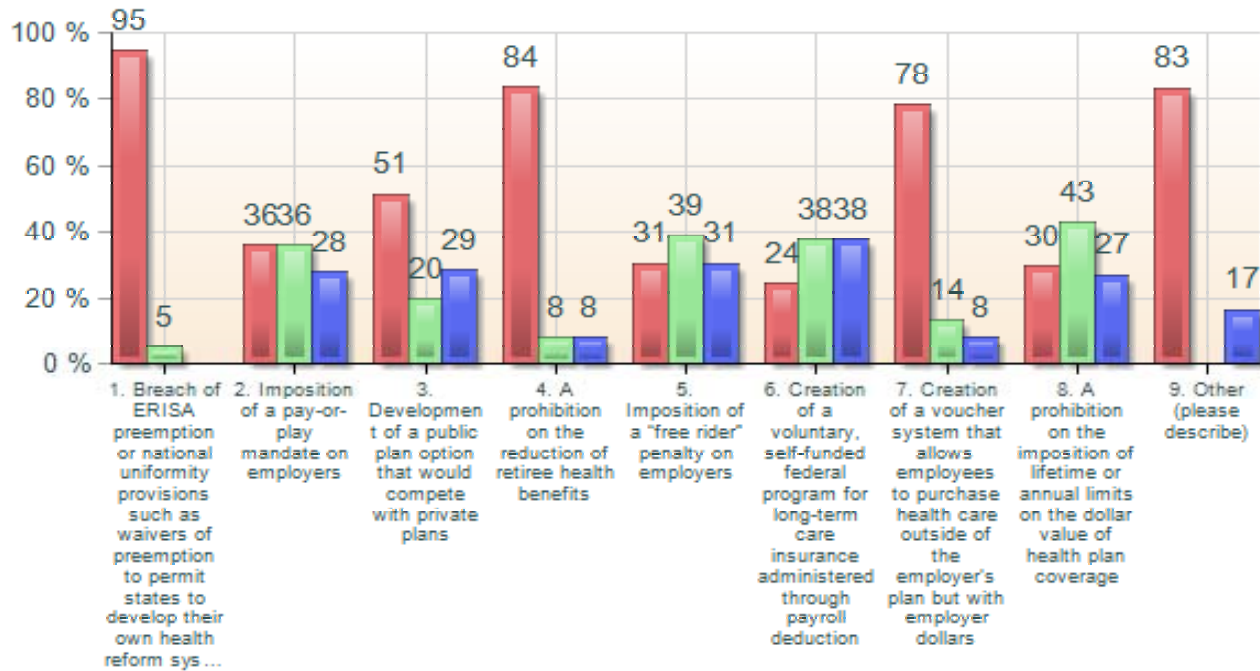
Very Important to Include Somewhat Important to Include Not Important or Neutral



ERIC Survey on Health Care Reform Legislation

Which of the following (non-financing) provisions should NOT be included in healthcare reform legislation: Rank each option below according to the following scale of: 1) very important not to include; 2) somewhat important not to include; and 3) not important or neutral

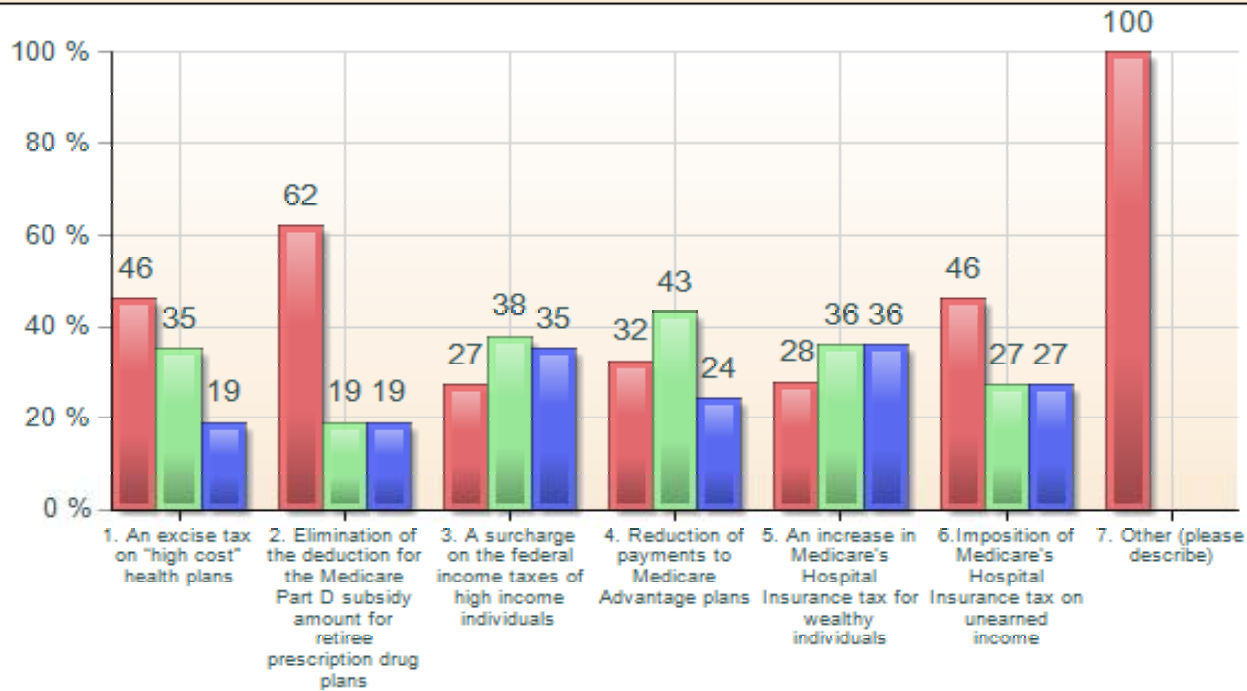
■ Very Important Not to Include
 ■ Somewhat Important Not to Include
 ■ Not Important or Neutral



ERIC Survey on Health Care Reform Legislation

Which of the following financing provisions should NOT be included in healthcare reform legislation: Rank each option below according to the following scale of: 1) very important not to include; 2) somewhat important not to include; and 3) not important or neutral

■ Very Important Not to Include
 ■ Somewhat Important Not to Include
 ■ Not Important or Neutral

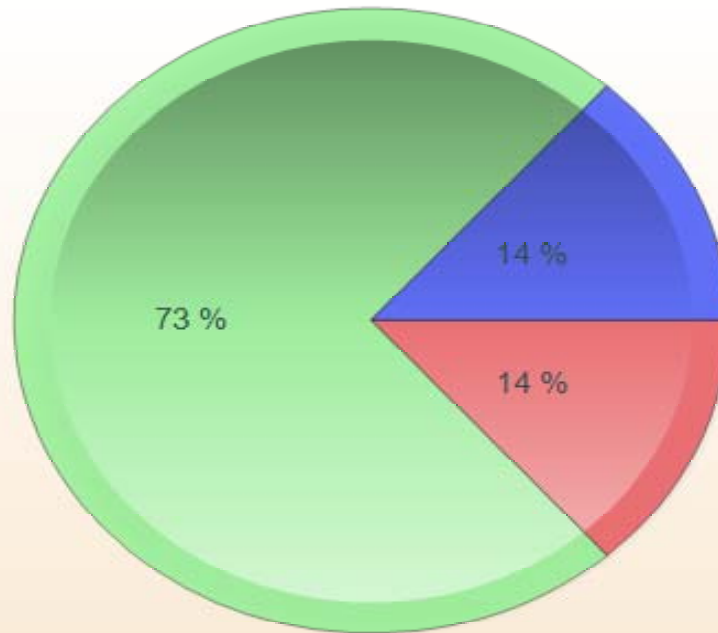




ERIC Survey on Health Care Reform Legislation

Which course of action should ERIC pursue with respect to health care reform? (Mark only one box.)

- a. Support passage of a comprehensive bill
- b. Support passage of a "slimmed down" version of health care reform
- c. Oppose any further action on health care reform





For more information about this survey, please contact:

Gretchen Young

Vice President, Health Policy

1400 L Street, NW

Suite 350

Washington, DC 20005

Tel: 202-789-1400

Gyoung@eric.org

www.eric.org