



For Immediate Release
September 21, 2023
Contact: Tara Bradshaw

ALLIANCE TO FIGHT FOR HEALTH CARE JOINS LABOR, BUSINESS TO PROTECT HEALTH CARE COVERAGE

Today, the **Alliance to Fight for Health Care** joined 46 other labor and business organizations in a broad stakeholder letter urging Congress to protect health care coverage by “preserving the ability of employer and multiemployer health plans to offer uniform benefits to all eligible employees across the country.”

The **Alliance to Fight for Health Care** is a diverse coalition comprised of businesses, patient advocates, employer organizations, unions, health care companies, consumer groups, and other stakeholders that support employer-provided health coverage. Together, we are working to ensure that employer-provided coverage remains an available and affordable option for working Americans and their families. The Alliance is dedicated to pursuing policies that bring meaningful improvement — and cost savings — to our health care system and patients everywhere.

With concern that some members of congress are contemplating provisions to weaken the Employee Retirement Income Security Act of 1974 (ERISA) that allows for uniform health coverage across the country, the letter urges Congress to reject “all efforts to weaken ERISA.”

The [full text](#) of the letter and list of signers follows:

September 21, 2023

Dear: Leader Schumer, Leader McConnell, Speaker McCarthy, and Leader Jeffries,

We are writing today to ask for your support in preserving the ability of employer and multiemployer health plans to offer uniform benefits to all eligible employees across the country. For five decades, employers and labor unions have offered their workers reduced premiums and more robust benefits by directly paying employee health claims through self-funded health plans. This is only possible because the Employee Retirement Income Security Act of 1974 (ERISA) provides for uniform coverage across multiple states by preempting state laws that would regulate the administration of self-funded health plans on a state-by-state basis.

Preemption is critical for self-funded ERISA plans. Self-funded health and welfare plans are federally regulated by ERISA, the Affordable Care Act (ACA), and other federal laws prescribing coverage, funding, and reporting requirements.

Opening the door to state-by-state regulation would increase premiums for plan participants and compliance costs for plan sponsors in all 50 states. It could also open these stable sources of health coverage to state-based political debates that do not improve health or decrease costs for plan

participants. Further, weakening ERISA preemption would stifle the ability of employers and plans to engage in innovative and value-based care delivery and benefit design, which can drive better health outcomes and lower out-of-pocket costs.

We understand some members of congress are contemplating making an exception to five decades of bipartisan support for ERISA preemption for the purpose of aiding certain businesses. Congress should not increase health care costs for workers and their families to protect profit margins for health care interests.

We ask you to support access to more affordable employer-provided health coverage by wholeheartedly rejecting all efforts to weaken ERISA preemption.

Sincerely,

AFL-CIO	St. Louis - Kansas City Carpenters Regional Health Plan
Actors' Equity Association	San Diego Electrical Health & Welfare Trust
Alliance for Retired Americans	Renalogic
Alliance to Fight for Health Care	Teamsters Western Region & New Jersey Health Care Fund
American Benefits Council	Theatrical Stage Employees Health & Welfare Trust
American Guild of Musical Artists, AFL-CIO	California Health Care Coalition
Association of Flight Attendants-CWA	Drywall & Interior Systems Contractors Association of New Jersey
Business Group on Health	Health Services Coalition
Communications Workers of America	IBEW 569
Corporate Health Care Coalition	Pacific Health Coalition
International Assoc. of Machinists & Aerospace Workers	Silicon Valley Employers Forum
International Brotherhood of Teamsters	United Food and Commercial Workers Union Local 711
Laborers' International Union of North America (LIUNA)	
NRECA, America's Electric Cooperatives	
OPEIU	
HR Policy Association	
Self-Insurance Institute of America (SIIA)	
The Association of Union Constructors	
The Signatory Wall and Ceiling Contractors Alliance (SWACCA)	
The United Brotherhood of Carpenters and Joiners of America	
UAW	
UNITE HERE International Union	
United Food and Commercial Workers International Union (UFCW)	
United Steelworkers (USW)	
Boilermakers National Health and Welfare Fund	
California Schools VEBA	
Lockton	
Mercer	
Central States Health & Welfare Fund	
Excavators Union Local 731 Welfare Fund	
Gig Harbor Professional Firefighters Union Health and Welfare Trust	
Health Action Council	
Local 282 Trust Funds	
Mid-America Carpenters Regional Council Health Plan	
Robert F Kennedy Farmworkers Medical Plan	