

# TEXAS EMPLOYERS SURVEY

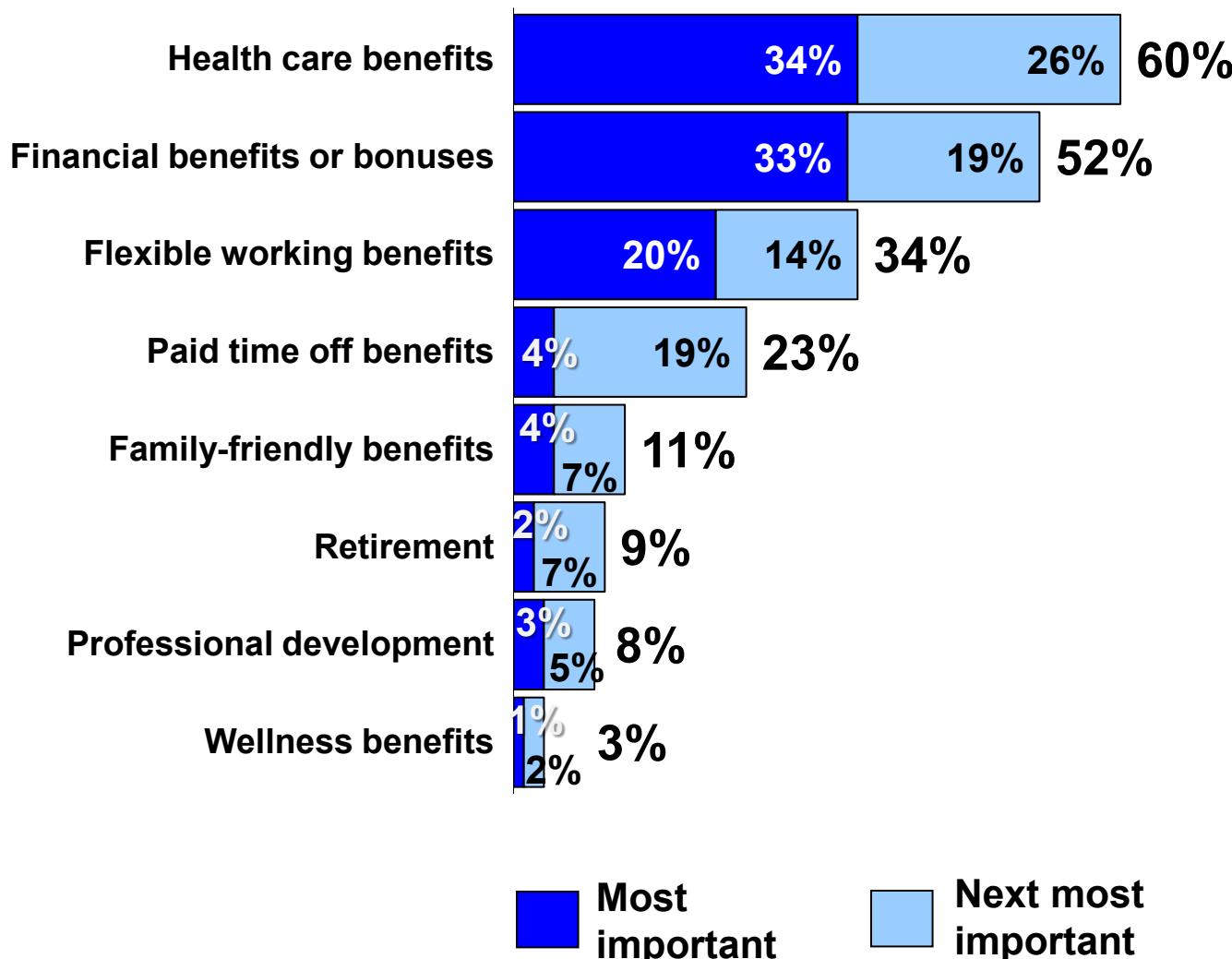
June 3 – July 5, 2022

**N = 349 respondents**

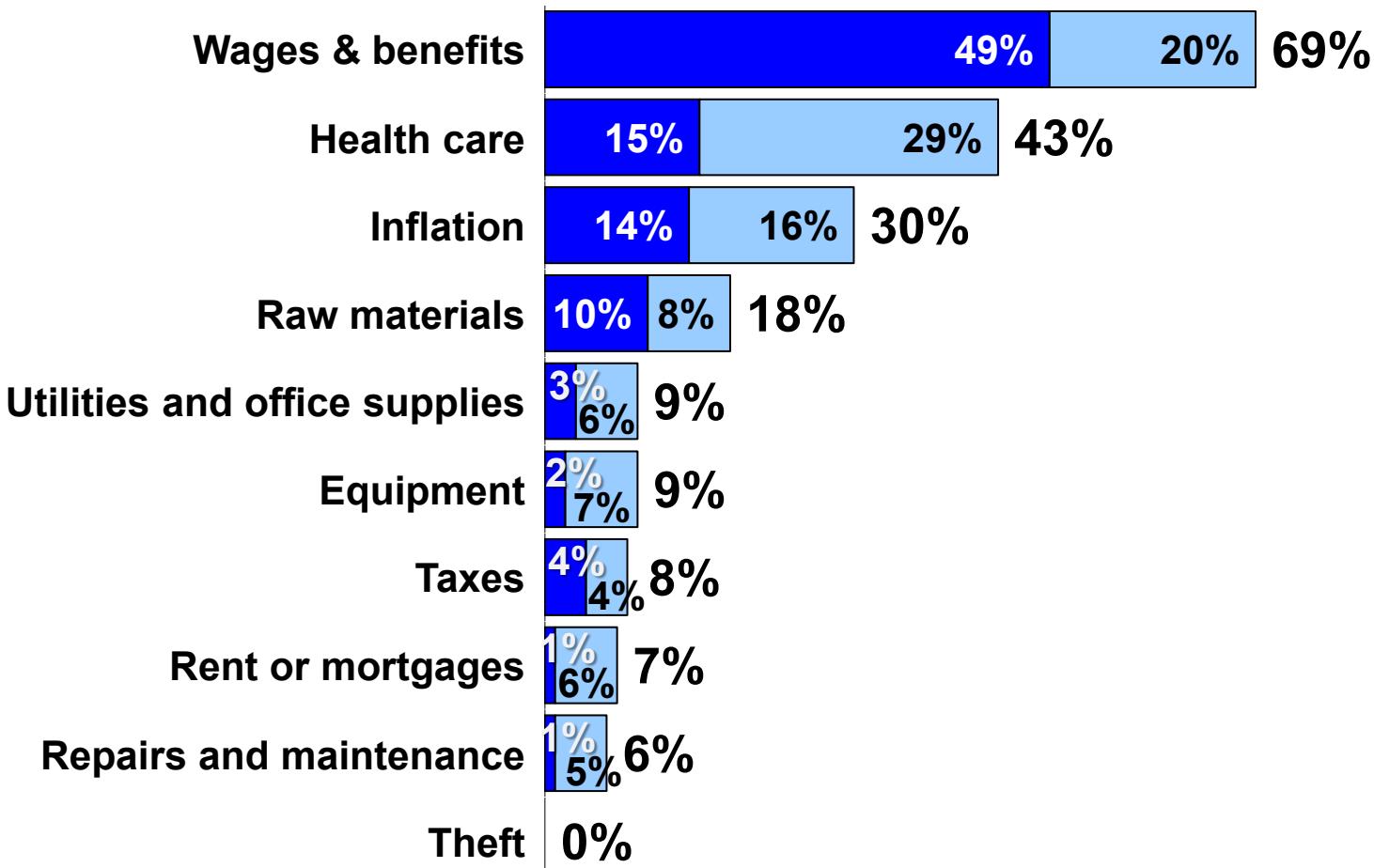
**margin of error: ± 5.2%**



Which of the following benefits is most important for attracting and retaining employees?



# Which of the following is the fastest growing cost in your business?

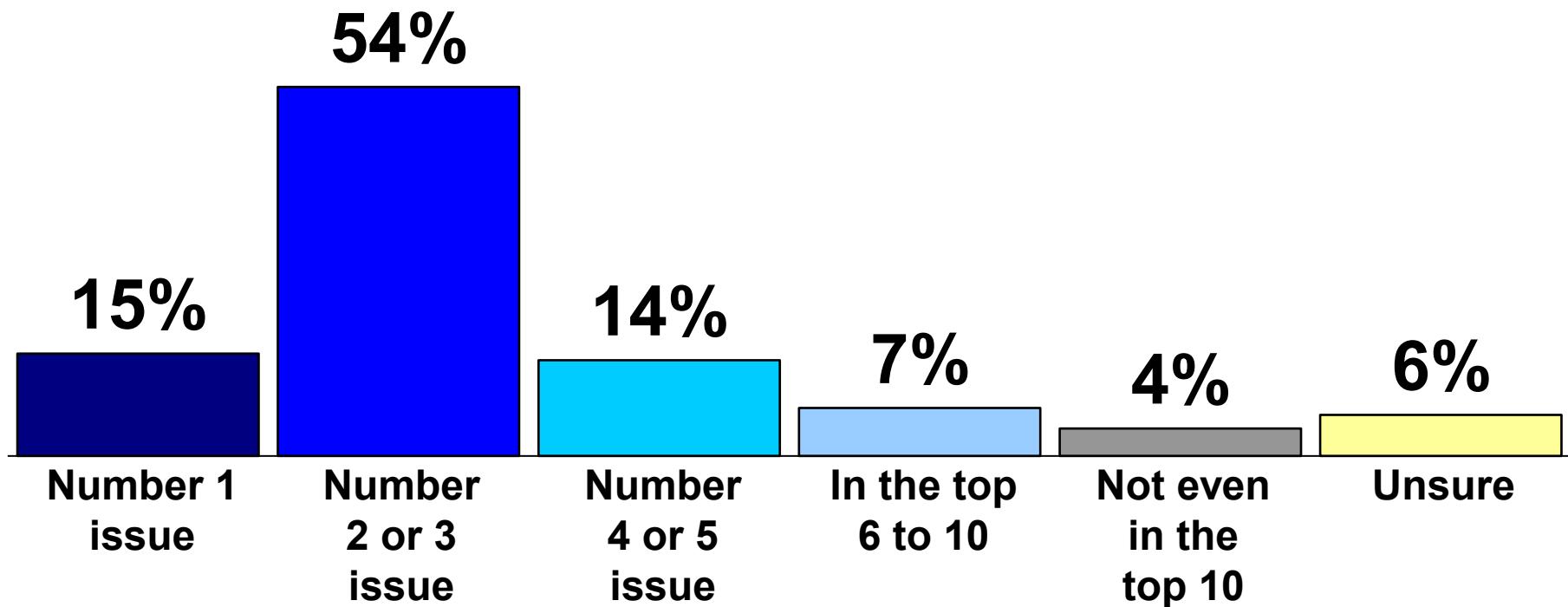


Fastest growing

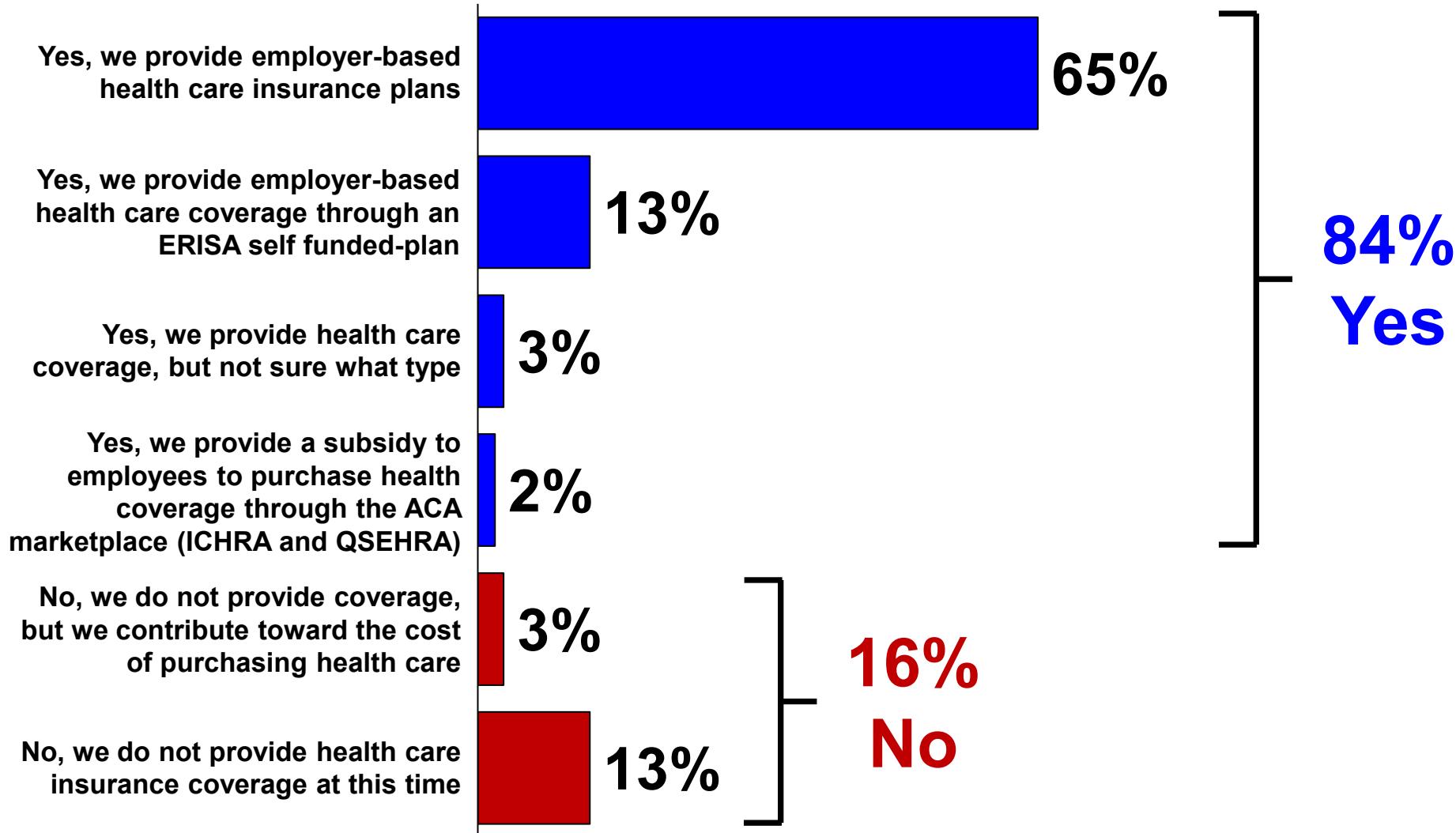


Next fastest growing

How does the cost of health care coverage rank compare to other cost issues your organization faces as an employer?



Which best describes health care coverage your firm or business may provide for your employees?



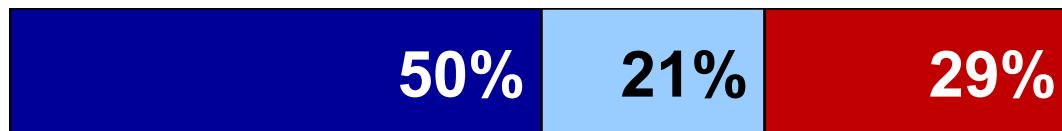
**IF NOT PROVIDE HEALTH COVERAGE:** Please indicate if each of the following is a major reason, minor reason or not a reason for not offering health coverage at your business/company?

Major reason    Minor reason    Not a reason

a. Premiums are too high



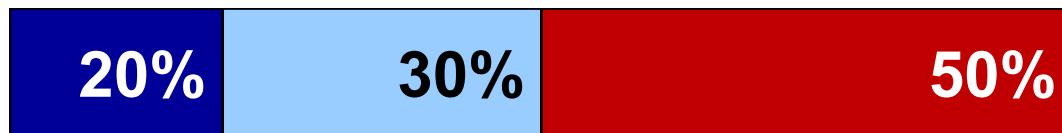
e. The financial status of the organization prohibits it at this time



d. Most employees are part-time, temporary or contract



f. Don't know where to find affordable coverage



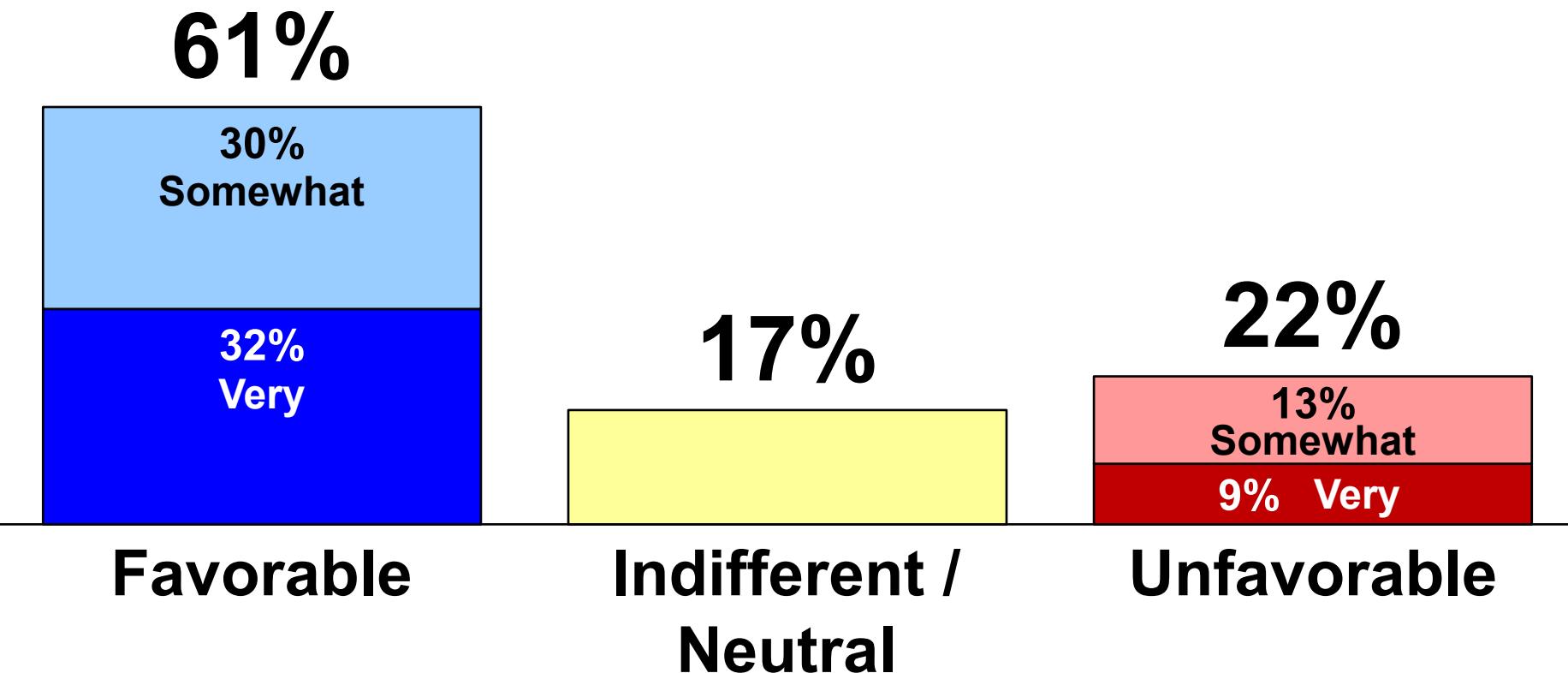
c. It is an administrative hassle



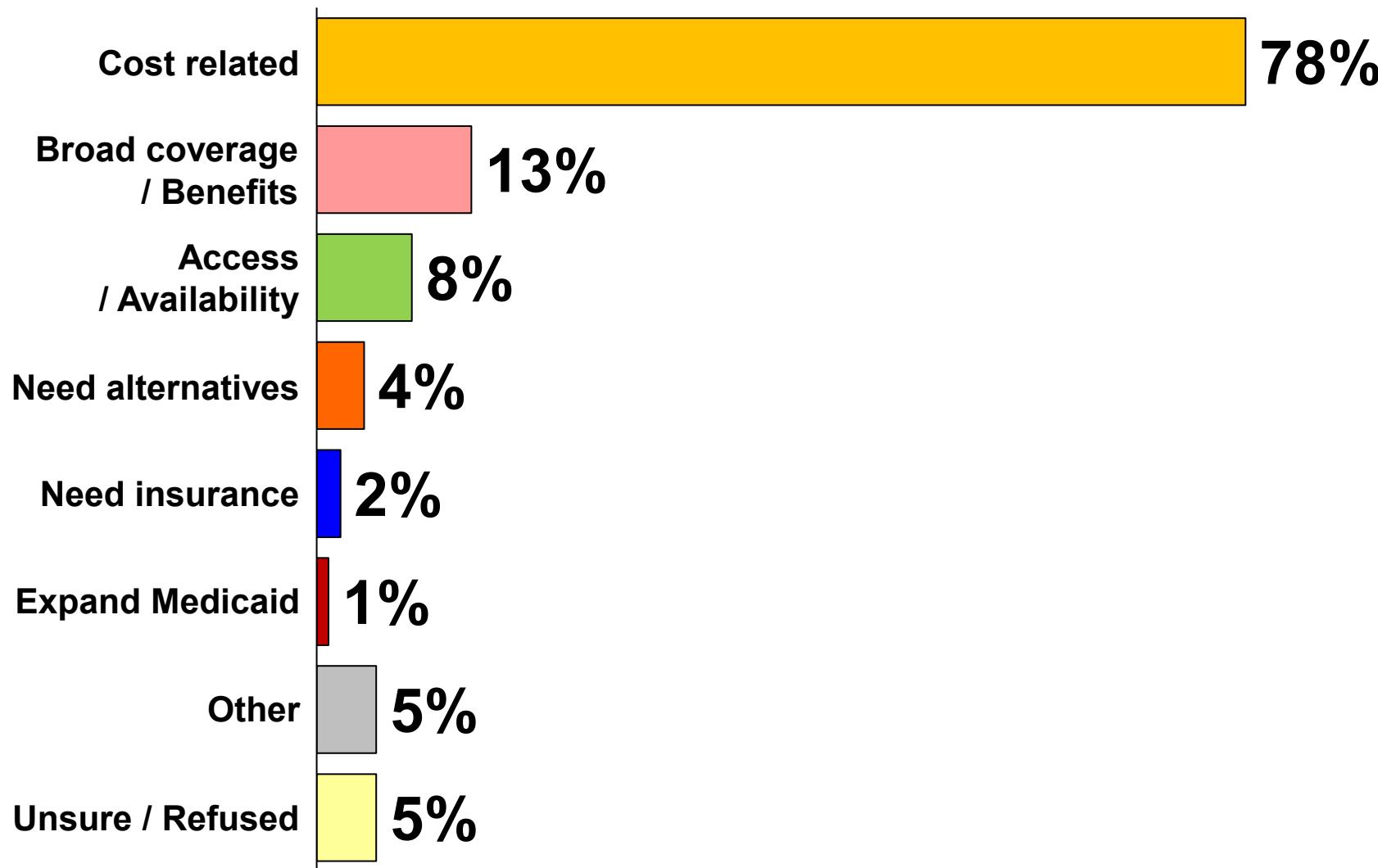
b. Employee turnover is too high



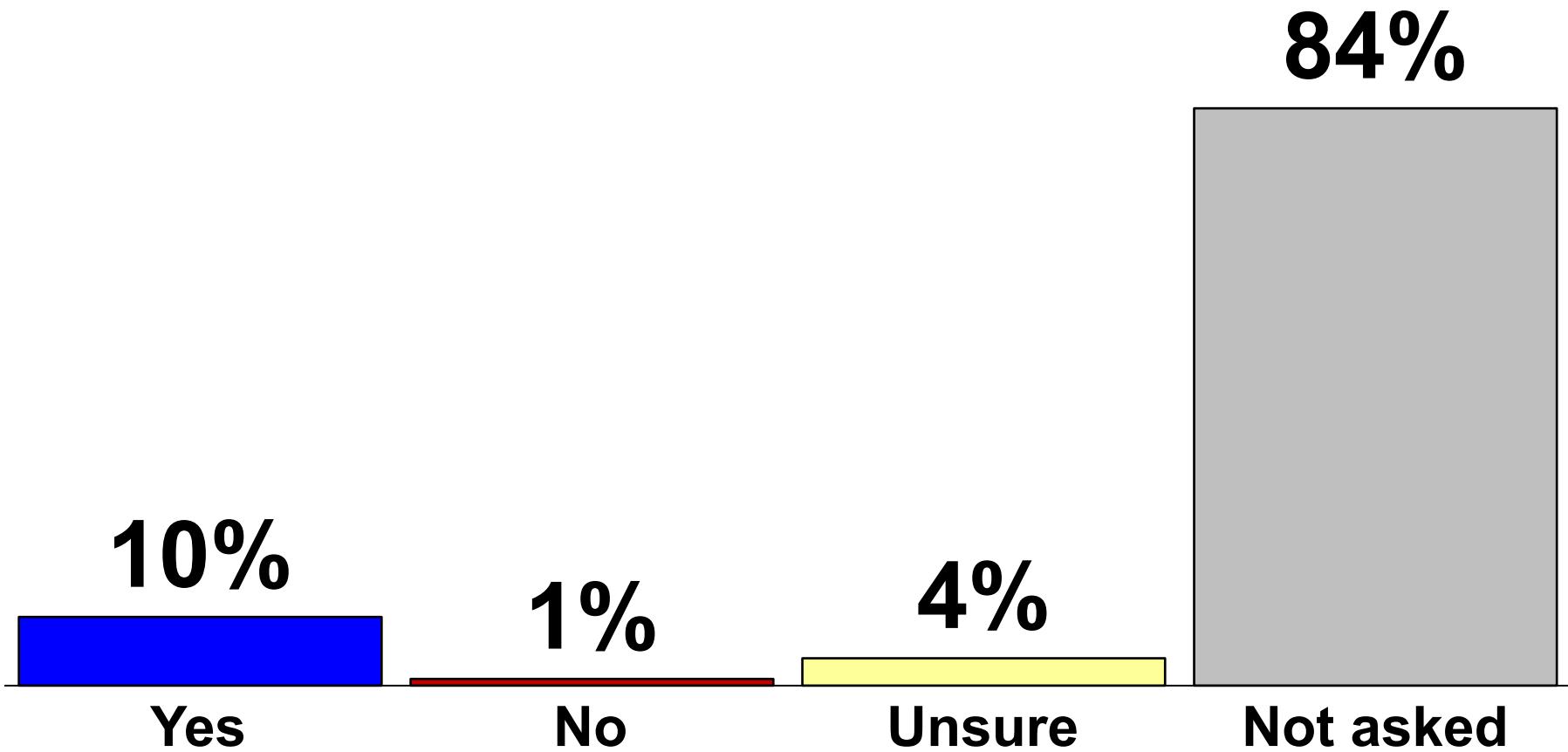
What is your impression of the current health insurance or coverage provided at your business/company?



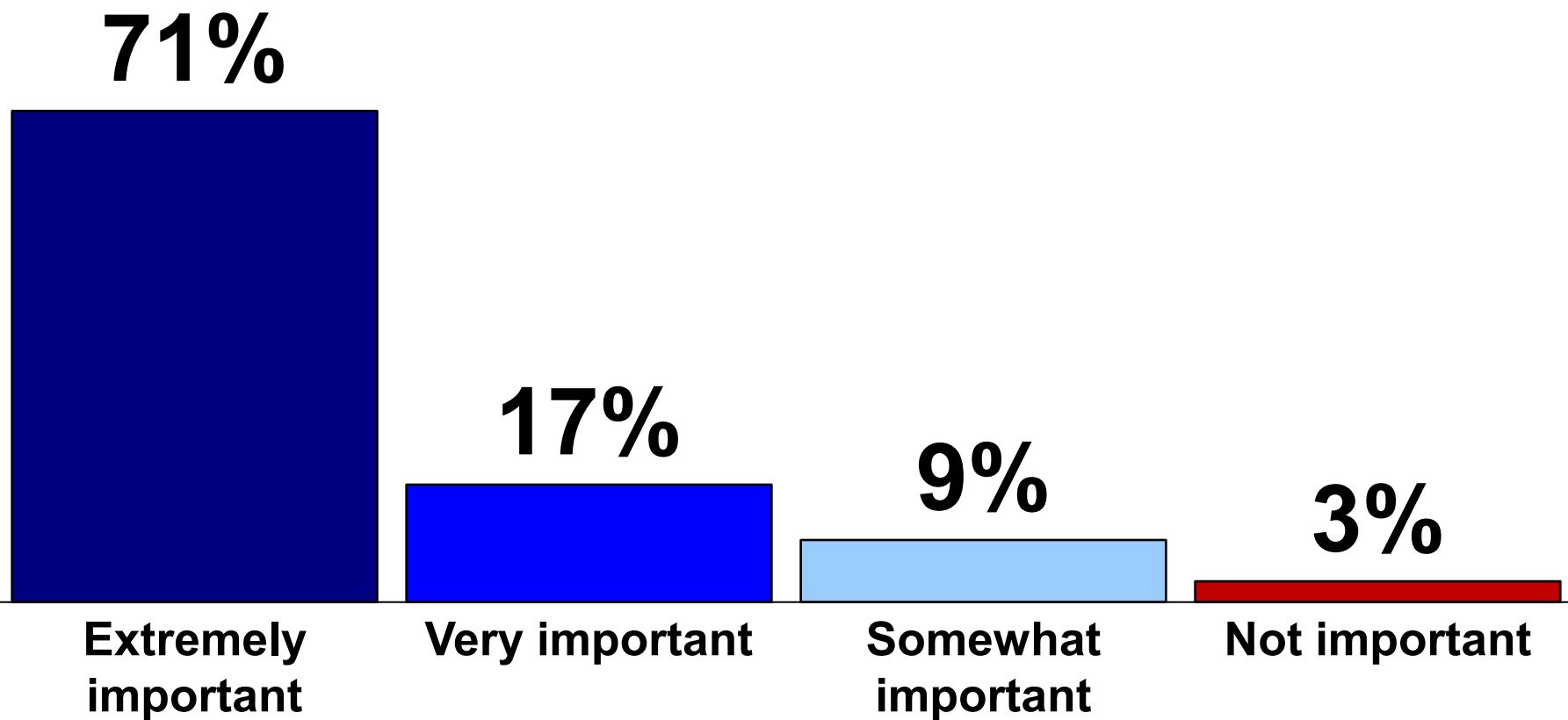
In your own words, please indicate the most important concern you have about health care that you would like Texas Association of Business to help do something about for your industry.



**IF COMPANY DOES NOT PROVIDE HEALTH COVERAGE:** Would you consider providing health benefits to your employees if it were more affordable?

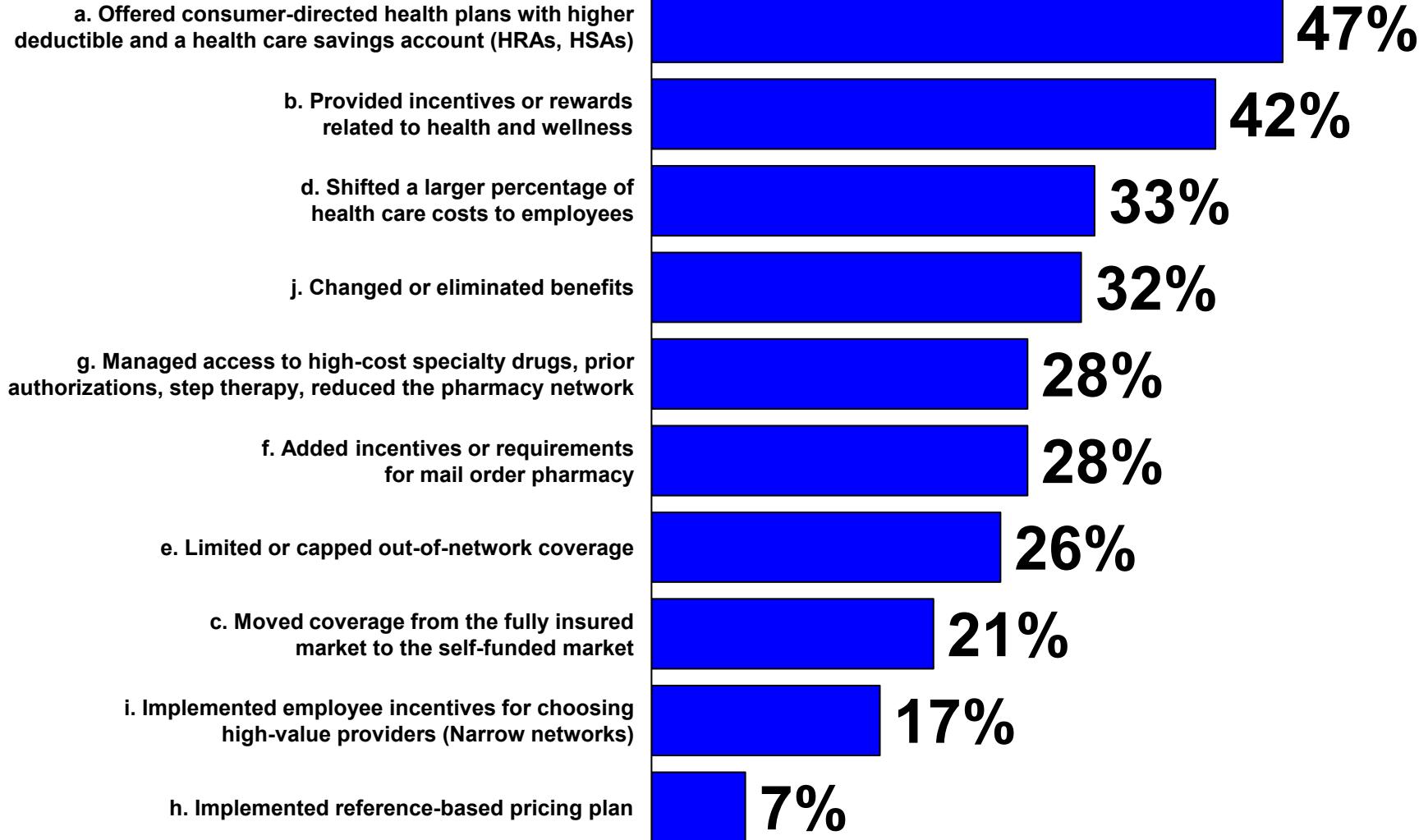


How important is offering health care coverage for hiring and retaining employees?



## IF PROVIDE OR CONTRIBUTE TO HEALTH COVERAGE: Has your organization engaged in, or planning to engage in, any of the following for the purposes of containing health care costs or the cost of coverage?

(% Yes)



# POSITION STATEMENTS - I

Agree

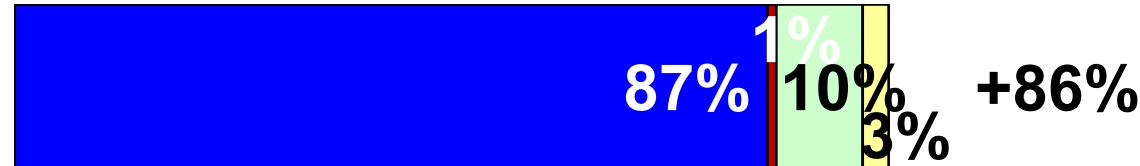
Disagree

Neutral / Depends

Unsure

Net Impact

Texas businesses should stand together against legislation that attempts to increase the cost of employer paid health care coverage.



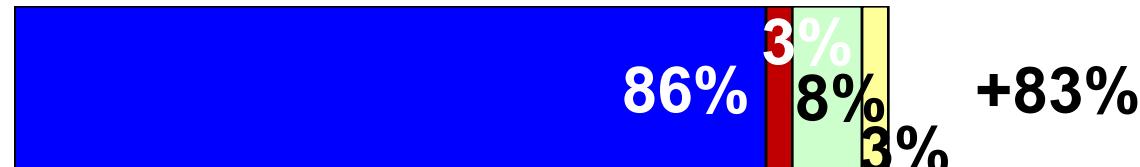
Healthcare costs are rising at an unsustainable rate.



The state legislature should hold health care providers accountable for charging significantly more than the market price.



The state legislature should require all providers to disclose their prices publicly.



# POSITION STATEMENTS - II

Agree

Disagree

Neutral / Depends

Unsure

Net Impact

**The state legislature should give employers more flexibility to contain costs.**



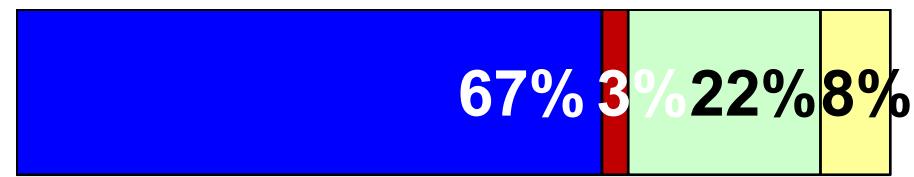
**+74%**

**The state legislature should be doing more to contain the cost of health care coverage offered by businesses in Texas.**



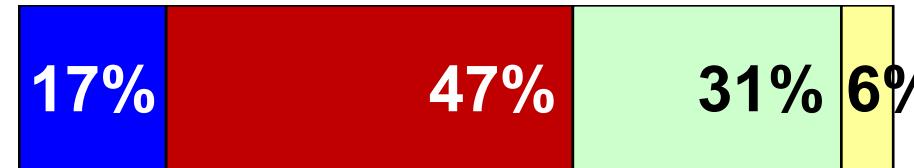
**+71%**

**In the next 5 to 10 years, the cost of providing health benefits will simply become too expensive for employers.**



**+63%**

**Employers have the ability to contain health care costs.**

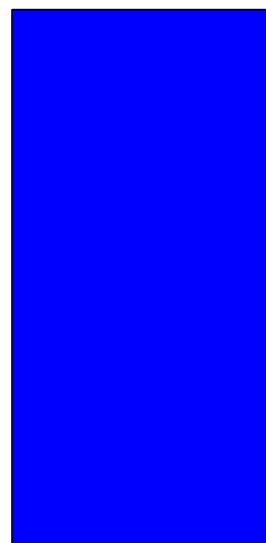


**-30%**

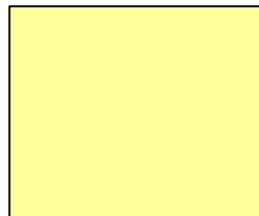
Should TAB, Texas Association of Business, oppose all legislation that increases the cost of health and drug coverage?

To allow for lower cost health insurance, should the Texas legislature allow employers and individuals the option to purchase a consumer choice benefits package that is exempt from all contract, benefits, or regulatory mandates that are in excess of requirements by the federal government?

**68%**



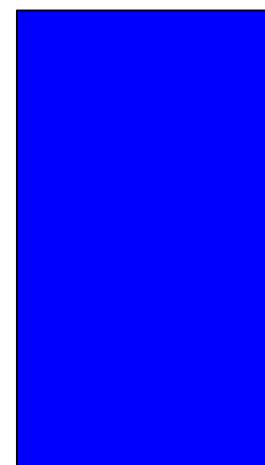
**27%**



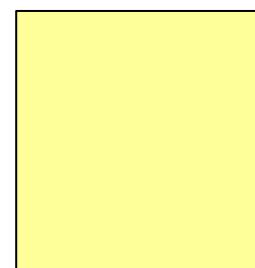
**5%**



**58%**



**33%**



**8%**



**Yes**

**Unsure**

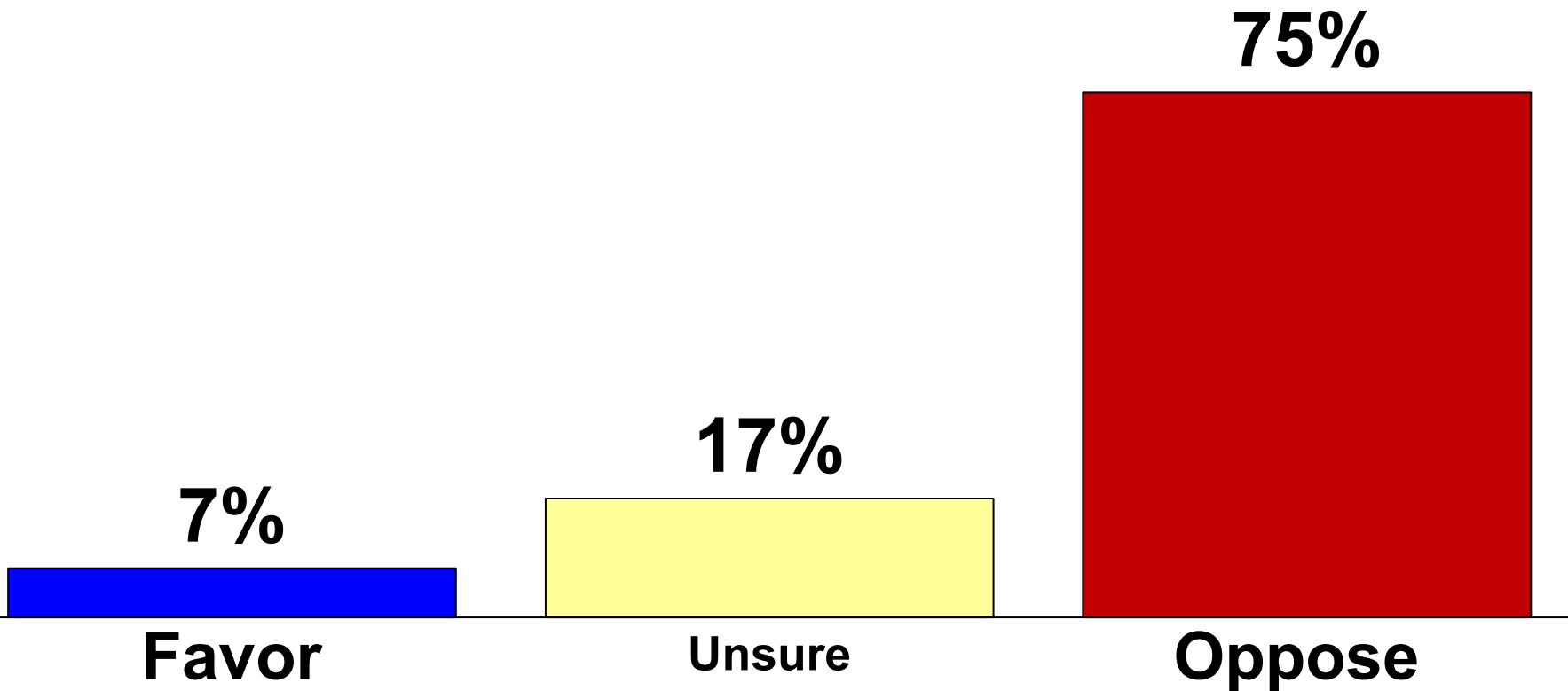
**No**

**Yes**

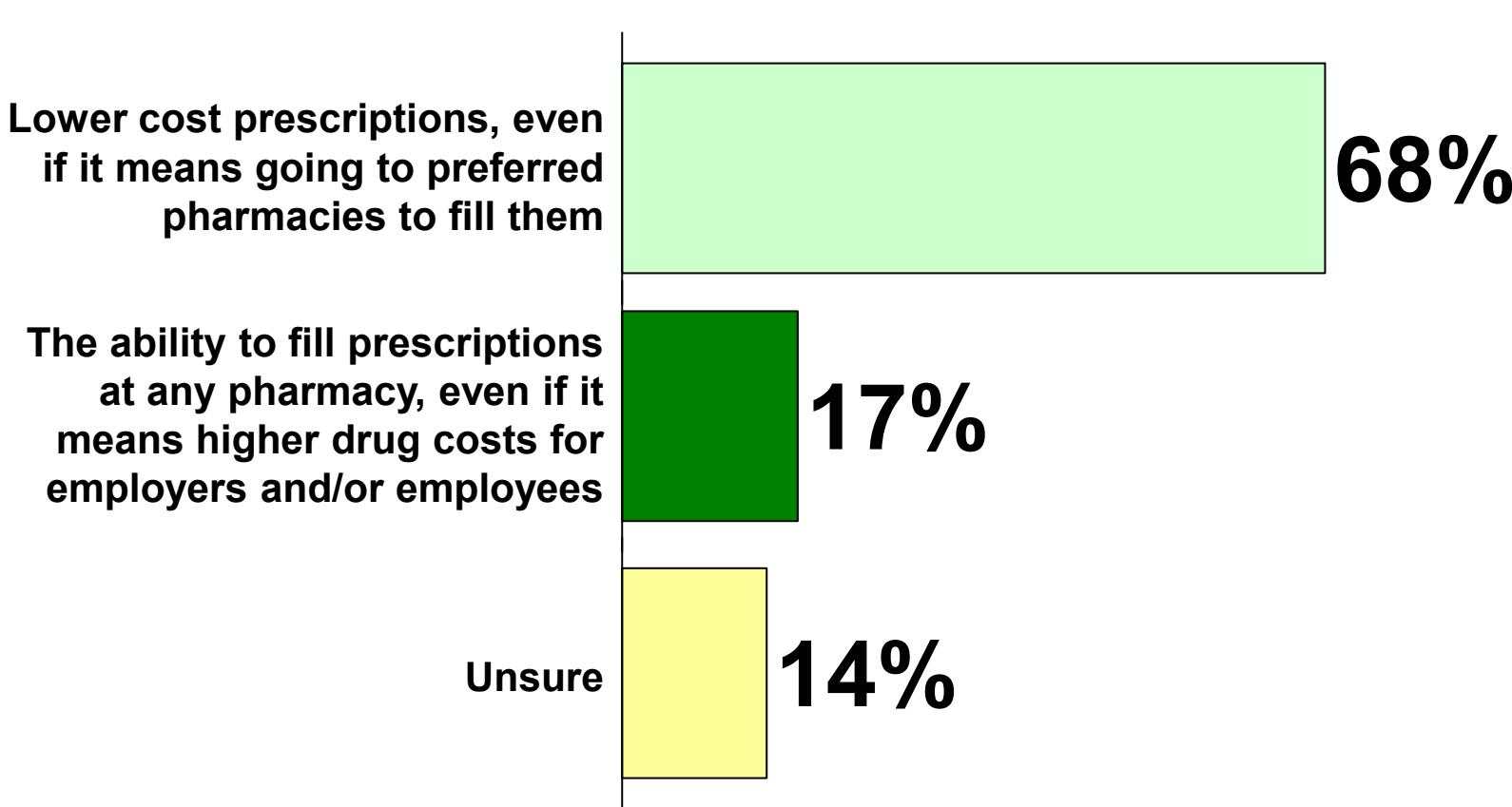
**Unsure**

**No**

Would you favor or oppose legislation that would enable a state regulator to interfere with an employer's ability to design, offer or otherwise make benefits available to employees?



Employers use Pharmacy Benefit Managers or PBMs to lower drug and healthcare costs for their employees. Last year, Texas lawmakers considered a number of bills that would have placed new regulations on how businesses can work with PBMs and the pharmacies they operate. When it comes to this type of legislation, which of the following is more important to you and your employees?

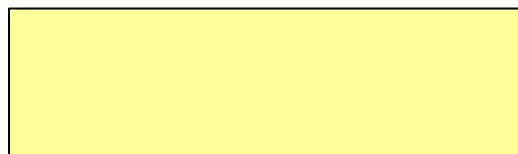


Should TAB, Texas Association of Business, include on its legislative scorecard key legislation that either (**Ver X**: increases or decreases / **Ver Y**: raises or lowers) the cost of health coverage?

**78%**

Yes		No
79%	<b>Ver X</b>	3%
76%	<b>Ver Y</b>	4%

**19%**



**3%**



**Yes**

**Unsure**

**No**