



**THE ERISA
INDUSTRY COMMITTEE**
*Shaping benefit policies
before they shape you.*

JAMES GELFAND
President

March 27, 2023

The Honorable Tom Carper
United States Senate
513 Hart Senate Office Building
Washington, D.C. 20510

The Honorable John Thune
United States Senate
511 Dirksen Senate Office Building
Washington, D.C. 20510

Dear Senators Carper and Thune,

On behalf of The ERISA Industry Committee (ERIC), thank you for introducing the *Chronic Disease Management Act of 2023* (S. 655). ERIC strongly supports your bill to transform high-deductible health plans (HDHPs) paired with Health Savings Accounts (HSAs) into health benefit vehicles with vast potential for health improvement and savings, particularly for those suffering with a chronic disease. This legislation would significantly improve and enhance employee access to HDHPs/HSAs, making these consumer-directed account-based plans a more versatile and effective tool for workers and their families.

ERIC is a national advocacy organization exclusively representing the largest employers in the United States in their capacity as sponsors of employee benefit plans for their nationwide workforces. With member companies that are leaders in every economic sector, ERIC is the voice of large employer plan sponsors on federal, state, and local public policies impacting their ability to sponsor benefit plans.

Consumer-directed health options are vital for ERIC members and their employees to drive value in the health care system. While HDHPs/HSAs have proven to be an effective and desirable coverage option for employees, Congress needs to make important and timely revisions to the laws governing their accessibility -- these plan options were first created in 2003 and have not been meaningfully updated since. Your legislation takes a significant step toward enabling HDHPs/HSAs to use the most up-to-date best practices and standards of care. By codifying improvements proposed by the U.S. Department of the Treasury in July 2019, your legislation would provide certainty to plan sponsors and beneficiaries, greatly increasing the likelihood that health benefits will improve and provide increased pre-deductible coverage for patients.

With more than half of American employees enrolled in HDHPs, this bill will allow employers to cover a limited but critical set of medical needs related to chronic disease management prior to the patient reaching his or her plan deductible, thereby boosting the ability of employers to keep beneficiaries healthy and rein in costs. The bill will also allow employers to integrate greater value-driven insurance design into HDHPs/HSAs while maintaining the beneficiary-shared responsibility that HDHPs are built upon.

ERIC strongly supports this legislation as we believe it will improve chronic disease care management and lower health care costs, and thanks you for your leadership on this issue.

Sincerely,

President