

— THE TEXAS EMPLOYER VOICE

What Texas employers *are telling us* about the cost of coverage.

TAB's 2024 Employer Healthcare Survey captured responses from more than 200 Texas businesses across every sector and region. The results are unambiguous: employers want to keep offering coverage — but unsustainable cost growth and a steady accumulation of state mandates are making it harder every renewal cycle.

85%

say healthcare costs are rising at an unsustainable rate

92%+

want a cost estimate required before new mandates pass

75%+

say health benefits are essential to attract & retain workers

51%

say cost growth is limiting their ability to raise wages or hire

01 Legislative & Regulatory Action

79% believe Texas businesses should oppose legislation that raises the cost of employer-paid health coverage

79% want the Legislature to hold healthcare providers accountable for charging significantly more than the marketplace.

76% support requiring all healthcare providers to disclose their prices publicly.

73% want the option to purchase a more affordable plan without state-imposed mandates that exceed federal requirements.

02 Impact on Business Operations

82% don't believe they can control their healthcare costs — the drivers sit outside their control.

56% believe government regulation of healthcare coverage is driving up costs.

57% strongly oppose any state mandates that would further increase health and drug coverage costs.

34% identify healthcare benefits as the fastest-growing cost in their business — ahead of wages at 30%.

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Texas employers want to keep offering coverage. The data shows the constraint isn't willingness — it's affordability. Rising costs undermine their ability to do so.

— FINDINGS SUMMARY · TAB 2024 EMPLOYER HEALTHCARE SURVEY