

By: Smithee

H.B. No. 2783

A BILL TO BE ENTITLED

AN ACT

1
2 relating to who is an employee for large and small employers for
3 health benefit plans.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

5 SECTION 1. Sections 1501.002(8), (13), and (14), Insurance
6 Code, are amended to read as follows:

7 (8) "Large employer" means a person who employed an
8 average of at least 51 [~~eligible~~] employees on business days during
9 the preceding calendar year and who employs at least two employees
10 on the first day of the plan year. The term includes a governmental
11 entity subject to Article 3.51-1, 3.51-4, or 3.51-5, to Subchapter
12 C, Chapter 1364, to Chapter 1578, or to Chapter 177, Local
13 Government Code, that otherwise meets the requirements of this
14 subdivision. For purposes of this definition, a partnership is the
15 employer of a partner.

16 (13) "Premium" means all amounts paid by a small or
17 large employer and [~~eligible~~] employees as a condition of receiving
18 coverage from a small or large employer health benefit plan issuer,
19 including any fees or other contributions associated with a health
20 benefit plan.

21 (14) "Small employer" means a person who employed an
22 average of at least two employees but not more than 50 [~~eligible~~]
23 employees on business days during the preceding calendar year and
24 who employs at least two employees on the first day of the plan

1 year. The term includes a governmental entity subject to Article
2 3.51-1, 3.51-4, or 3.51-5, to Subchapter C, Chapter 1364, to
3 Chapter 1578, or to Chapter 177, Local Government Code, that
4 otherwise meets the requirements of this subdivision. For
5 purposes of this definition, a partnership is the employer of a
6 partner.

7 SECTION 2. Section 1501.003, Insurance Code, is amended to
8 read as follows:

9 Sec. 1501.003. APPLICABILITY: SMALL EMPLOYER HEALTH
10 BENEFIT PLANS. An individual or group health benefit plan is a
11 small employer health benefit plan subject to Subchapters C-H if it
12 provides health care benefits covering two or more [~~eligible~~]
13 employees of a small employer and:

14 (1) the employer pays a portion of the premium or
15 benefits;

16 (2) the employer or a covered individual treats the
17 health benefit plan as part of a plan or program for purposes of
18 Section 106 or 162, Internal Revenue Code of 1986 (26 U.S.C. Section
19 106 or 162); or

20 (3) the health benefit plan is an employee welfare
21 benefit plan under 29 C.F.R. Section 2510.3-1(j).

22 SECTION 3. Section 1501.004, Insurance Code, is amended to
23 read as follows:

24 Sec. 1501.004. APPLICABILITY: LARGE EMPLOYER HEALTH
25 BENEFIT PLANS. An individual or group health benefit plan is a
26 large employer health benefit plan subject to Subchapters C and M if
27 the plan provides health care benefits to [~~eligible~~] employees of a

1 large employer and:

2 (1) the employer pays a portion of the premium or
3 benefits;

4 (2) the employer or a covered individual treats the
5 health benefit plan as part of a plan or program for purposes of
6 Section 106 or 162, Internal Revenue Code of 1986 (26 U.S.C. Section
7 106 or 162); or

8 (3) the health benefit plan is an employee welfare
9 benefit plan under 29 C.F.R. Section 2510.3-1(j).

10 SECTION 4. Section 1501.009(a), Insurance Code, is amended
11 to read as follows:

12 (a) An independent school district may elect to participate
13 as a small employer without regard to the number of [~~eligible~~]
14 employees in the district. An independent school district that
15 makes the election is treated as a small employer under this chapter
16 for all purposes.

17 SECTION 5. Sections 1501.011(a) and (b), Insurance Code,
18 are amended to read as follows:

19 (a) For an employer that did not exist throughout the
20 calendar year preceding the year in which the determination of
21 whether the employer is a small employer is made, the determination
22 is based on the average number of employees [~~and eligible~~
23 ~~employees~~] the employer reasonably expects to employ on business
24 days in the calendar year in which the determination is made.

25 (b) For an employer that did not exist throughout the
26 calendar year preceding the year in which the determination of
27 whether the employer is a large employer is made, the determination

1 is based on the average number of [~~eligible~~] employees the employer
2 reasonably expects to employ on business days in the calendar year
3 in which the determination is made.

4 SECTION 6. The change in law made by this Act applies only
5 to a health benefit plan delivered, issued for delivery, or renewed
6 on or after January 1, 2014. A plan that is delivered, issued for
7 delivery, or renewed before January 1, 2014, is governed by the law
8 in effect immediately before the effective date of this Act, and
9 that law continues in effect for that purpose.

10 SECTION 7. This Act takes effect September 1, 2013.