

# D R A F T

## SUMMARY

Modifies definition of small employer to permit in-state employers with out-of-state employees to qualify as small employers.

### A BILL FOR AN ACT

1  
2 Relating to small employers; amending ORS 743.730 and section 66, chapter  
3 681, Oregon Laws 2013.

4 **Be It Enacted by the People of the State of Oregon:**

5 **SECTION 1.** ORS 743.730, as amended by section 59, chapter 681, Oregon  
6 Laws 2013, is amended to read:

7 743.730. For purposes of ORS 743.730 to 743.773:

8 (1) "Actuarial certification" means a written statement by a member of  
9 the American Academy of Actuaries or other individual acceptable to the  
10 Director of the Department of Consumer and Business Services that a carrier  
11 is in compliance with the provisions of ORS 743.736 based upon the person's  
12 examination, including a review of the appropriate records and of the  
13 actuarial assumptions and methods used by the carrier in establishing pre-  
14 mium rates for small employer health benefit plans.

15 (2) "Affiliate" of, or person "affiliated" with, a specified person means any  
16 carrier who, directly or indirectly through one or more intermediaries, con-  
17 trols or is controlled by or is under common control with a specified person.  
18 For purposes of this definition, "control" has the meaning given that term  
19 in ORS 732.548.

20 (3) "Affiliation period" means, under the terms of a group health benefit  
21 plan issued by a health care service contractor, a period:

1 (a) That is applied uniformly and without regard to any health status  
2 related factors to an enrollee or late enrollee;

3 (b) That must expire before any coverage becomes effective under the plan  
4 for the enrollee or late enrollee;

5 (c) During which no premium shall be charged to the enrollee or late  
6 enrollee; and

7 (d) That begins on the enrollee's or late enrollee's first date of eligibility  
8 for coverage and runs concurrently with any eligibility waiting period under  
9 the plan.

10 (4) "Bona fide association" means an association that:

11 (a) Has been in active existence for at least five years;

12 (b) Has been formed and maintained in good faith for purposes other than  
13 obtaining insurance;

14 (c) Does not condition membership in the association on any factor re-  
15 lating to the health status of an individual or the individual's dependent or  
16 employee;

17 (d) Makes health insurance coverage that is offered through the associ-  
18 ation available to all members of the association regardless of the health  
19 status of the member or individuals who are eligible for coverage through  
20 the member;

21 (e) Does not make health insurance coverage that is offered through the  
22 association available other than in connection with a member of the associ-  
23 ation;

24 (f) Has a constitution and bylaws; and

25 (g) Is not owned or controlled by a carrier, producer or affiliate of a  
26 carrier or producer.

27 (5) "Carrier" means any person who provides health benefit plans in this  
28 state, including:

29 (a) A licensed insurance company;

30 (b) A health care service contractor;

31 (c) A health maintenance organization;

1 (d) An association or group of employers that provides benefits by means  
2 of a multiple employer welfare arrangement and that:

3 (A) Is subject to ORS 750.301 to 750.341; or

4 (B) Is fully insured and otherwise exempt under ORS 750.303 (4) but elects  
5 to be governed by ORS 743.733 to 743.737; or

6 (e) Any other person or corporation responsible for the payment of bene-  
7 fits or provision of services.

8 (6) "Catastrophic plan" means a health benefit plan that meets the re-  
9 quirements for a catastrophic plan under 42 U.S.C. 18022(e) and that is of-  
10 fered through the Oregon health insurance exchange.

11 (7) "Creditable coverage" means prior health care coverage as defined in  
12 42 U.S.C. 300gg as amended and in effect on February 17, 2009, and includes  
13 coverage remaining in force at the time the enrollee obtains new coverage.

14 (8) "Dependent" means the spouse or child of an eligible employee, subject  
15 to applicable terms of the health benefit plan covering the employee.

16 (9) "Eligible employee" means an employee who works on a regularly  
17 scheduled basis, with a normal work week of 17.5 or more hours. The em-  
18 ployer may determine hours worked for eligibility between 17.5 and 40 hours  
19 per week subject to rules of the carrier. "Eligible employee" does not include  
20 employees who work on a temporary, seasonal or substitute basis. Employees  
21 who have been employed by the employer for fewer than 90 days are not el-  
22 igible employees unless the employer so allows.

23 (10) "Employee" means any individual employed by an employer.

24 (11) "Enrollee" means an employee, dependent of the employee or an in-  
25 dividual otherwise eligible for a group or individual health benefit plan who  
26 has enrolled for coverage under the terms of the plan.

27 (12) "Exchange" means the health insurance exchange administered by the  
28 Oregon Health Insurance Exchange Corporation in accordance with ORS  
29 741.310.

30 (13) "Exclusion period" means a period during which specified treatments  
31 or services are excluded from coverage.

1 (14) “Financial impairment” means that a carrier is not insolvent and is:

2 (a) Considered by the director to be potentially unable to fulfill its con-  
3 tractual obligations; or

4 (b) Placed under an order of rehabilitation or conservation by a court of  
5 competent jurisdiction.

6 (15)(a) “Geographic average rate” means the arithmetical average of the  
7 lowest premium and the corresponding highest premium to be charged by a  
8 carrier in a geographic area established by the director for the carrier’s:

9 (A) Group health benefit plans offered to small employers; or

10 (B) Individual health benefit plans.

11 (b) “Geographic average rate” does not include premium differences that  
12 are due to differences in benefit design, age, tobacco use or family composi-  
13 tion.

14 (16) “Grandfathered health plan” has the meaning prescribed by the  
15 United States Secretaries of Labor, Health and Human Services and the  
16 Treasury pursuant to 42 U.S.C. 18011(e).

17 (17) “Group eligibility waiting period” means, with respect to a group  
18 health benefit plan, the period of employment or membership with the group  
19 that a prospective enrollee must complete before plan coverage begins.

20 (18)(a) “Health benefit plan” means any:

21 (A) Hospital expense, medical expense or hospital or medical expense  
22 policy or certificate;

23 (B) Health care service contractor or health maintenance organization  
24 subscriber contract; or

25 (C) Plan provided by a multiple employer welfare arrangement or by an-  
26 other benefit arrangement defined in the federal Employee Retirement In-  
27 come Security Act of 1974, as amended, to the extent that the plan is subject  
28 to state regulation.

29 (b) “Health benefit plan” does not include:

30 (A) Coverage for accident only, specific disease or condition only, credit  
31 or disability income;

1 (B) Coverage of Medicare services pursuant to contracts with the federal  
2 government;

3 (C) Medicare supplement insurance policies;

4 (D) Coverage of TRICARE services pursuant to contracts with the federal  
5 government;

6 (E) Benefits delivered through a flexible spending arrangement estab-  
7 lished pursuant to section 125 of the Internal Revenue Code of 1986, as  
8 amended, when the benefits are provided in addition to a group health ben-  
9 efit plan;

10 (F) Separately offered long term care insurance, including, but not limited  
11 to, coverage of nursing home care, home health care and community-based  
12 care;

13 (G) Independent, noncoordinated, hospital-only indemnity insurance or  
14 other fixed indemnity insurance;

15 (H) Short term health insurance policies that are in effect for periods of  
16 12 months or less, including the term of a renewal of the policy;

17 (I) Dental only coverage;

18 (J) Vision only coverage;

19 (K) Stop-loss coverage that meets the requirements of ORS 742.065;

20 (L) Coverage issued as a supplement to liability insurance;

21 (M) Insurance arising out of a workers' compensation or similar law;

22 (N) Automobile medical payment insurance or insurance under which  
23 benefits are payable with or without regard to fault and that is statutorily  
24 required to be contained in any liability insurance policy or equivalent self-  
25 insurance; or

26 (O) Any employee welfare benefit plan that is exempt from state regu-  
27 lation because of the federal Employee Retirement Income Security Act of  
28 1974, as amended.

29 (c) For purposes of this subsection, renewal of a short term health in-  
30 surance policy includes the issuance of a new short term health insurance  
31 policy by an insurer to a policyholder within 60 days after the expiration of

1 a policy previously issued by the insurer to the policyholder.

2 (19) "Individual coverage waiting period" means a period in an individual  
3 health benefit plan during which no premiums may be collected and health  
4 benefit plan coverage issued is not effective.

5 (20) "Individual health benefit plan" means a health benefit plan:

6 (a) That is issued to an individual policyholder; or

7 (b) That provides individual coverage through a trust, association or  
8 similar group, regardless of the situs of the policy or contract.

9 (21) "Initial enrollment period" means a period of at least 30 days fol-  
10 lowing commencement of the first eligibility period for an individual.

11 (22) "Late enrollee" means an individual who enrolls in a group health  
12 benefit plan subsequent to the initial enrollment period during which the  
13 individual was eligible for coverage but declined to enroll. However, an eli-  
14 gible individual shall not be considered a late enrollee if:

15 (a) The individual qualifies for a special enrollment period in accordance  
16 with 42 U.S.C. 300gg or as prescribed by rule by the Department of Consumer  
17 and Business Services;

18 (b) The individual applies for coverage during an open enrollment period;

19 (c) A court issues an order that coverage be provided for a spouse or  
20 minor child under an employee's employer sponsored health benefit plan and  
21 request for enrollment is made within 30 days after issuance of the court  
22 order;

23 (d) The individual is employed by an employer that offers multiple health  
24 benefit plans and the individual elects a different health benefit plan during  
25 an open enrollment period; or

26 (e) The individual's coverage under Medicaid, Medicare, TRICARE, In-  
27 dian Health Service or a publicly sponsored or subsidized health plan, in-  
28 cluding, but not limited to, the medical assistance program under ORS  
29 chapter 414, has been involuntarily terminated within 63 days after applying  
30 for coverage in a group health benefit plan.

31 (23) "Minimal essential coverage" has the meaning given that term in

1 section 5000A(f) of the Internal Revenue Code.

2 (24) “Multiple employer welfare arrangement” means a multiple employer  
3 welfare arrangement as defined in section 3 of the federal Employee Retire-  
4 ment Income Security Act of 1974, as amended, 29 U.S.C. 1002, that is subject  
5 to ORS 750.301 to 750.341.

6 (25) “Preexisting condition exclusion” means:

7 (a) Except for a grandfathered health plan, a limitation or exclusion of  
8 benefits or a denial of coverage based on a medical condition being present  
9 before the effective date of coverage or before the date coverage is denied,  
10 whether or not any medical advice, diagnosis, care or treatment was recom-  
11 mended or received for the condition before the date of coverage or denial  
12 of coverage.

13 (b) With respect to a grandfathered health plan, a provision applicable to  
14 an enrollee or late enrollee that excludes coverage for services, charges or  
15 expenses incurred during a specified period immediately following enrollment  
16 for a condition for which medical advice, diagnosis, care or treatment was  
17 recommended or received during a specified period immediately preceding  
18 enrollment. For purposes of this paragraph pregnancy and genetic informa-  
19 tion do not constitute preexisting conditions.

20 (26) “Premium” includes insurance premiums or other fees charged for a  
21 health benefit plan, including the costs of benefits paid or reimbursements  
22 made to or on behalf of enrollees covered by the plan.

23 (27) “Rating period” means the 12-month calendar period for which pre-  
24 mium rates established by a carrier are in effect, as determined by the car-  
25 rier.

26 (28) “Representative” does not include an insurance producer or an em-  
27 ployee or authorized representative of an insurance producer or carrier.

28 (29)(a) “Small employer” means an employer:

29 (A) That employed an average of at least one but not more than 100 em-  
30 ployees on business days during the preceding calendar year[, *the majority*  
31 *of whom are employed within this state, and*];

1 (B) That employs at least one eligible employee on the first day of the  
2 plan year[.]; **and**

3 (C)(i) **For whom a majority of the employees are employed at lo-**  
4 **cations within this state; or**

5 **(ii) Whose headquarters are located in this state.**

6 (b) Any person that is treated as a single employer under section 414 (b),  
7 (c), (m) or (o) of the Internal Revenue Code of 1986 shall be treated as one  
8 employer for purposes of this subsection.

9 (c) The determination of whether an employer that was not in existence  
10 throughout the preceding calendar year is a small employer shall be based  
11 on the average number of employees that it is reasonably expected the em-  
12 ployer will employ on business days in the current calendar year.

13 **SECTION 2.** Section 66, chapter 681, Oregon Laws 2013, is amended to  
14 read:

15 **Sec. 66.** (1)(a) The amendments to ORS 743.730 by section 17, **chapter**  
16 **681, Oregon Laws 2013**, [*of this 2013 Act*] become operative January 2, 2014.

17 (b) The amendments to ORS 743.730 by section 59, **chapter 681, Oregon**  
18 **Laws 2013**, [*of this 2013 Act*] become operative January [2] **1**, 2016.

19 (2) The amendments to ORS 731.146, 743.734 and 743.822 by sections 9, 20  
20 and 31, **chapter 681, Oregon Laws 2013**, [*of this 2013 Act*] become operative  
21 January 2, 2014.

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