

House Bill 1213

By: Representatives Glaize of the 67th, Townsend of the 179th, Gladney of the 130th, Mitchell of the 88th, and Roberts of the 52nd

A BILL TO BE ENTITLED
AN ACT

1 To amend Chapter 18 of Title 45 of the Official Code of Georgia Annotated, relating to
2 employees' insurance and benefits plans for public officers and state employees, so as to
3 provide for a determination of the date of commencement of employment of certain
4 employees for the purposes of eligibility for health insurance coverage and flexible employee
5 benefit plans; to provide for related matters; to provide for an effective date; to repeal
6 conflicting laws; and for other purposes.

7 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

8 **SECTION 1.**

9 Chapter 18 of Title 45 of the Official Code of Georgia Annotated, relating to employees'
10 insurance and benefits plans for public officers and state employees, is amended by adding
11 a new Code section to read as follows:

12 "45-18-3.1.

13 Notwithstanding any other law to the contrary, an employee whose employment is required
14 by law to commence on a day other than the first day of the month shall, for purposes of
15 eligibility for benefits under a health insurance plan authorized pursuant to this article, be
16 deemed to have commenced employment on the first day of the month in which such

H. B. 1213

17 employee commences employment, provided that the state employee commences
18 employment no later than the fourteenth day of such month."

19 **SECTION 2.**

20 Said chapter is further amended by adding a new Code section to read as follows:

21 "45-18-52.1.

22 Notwithstanding any other law to the contrary, an employee whose employment is required
23 by law to commence on a day other than the first day of the month shall, for purposes of
24 eligibility for benefits under a flexible employee benefit plan authorized pursuant to this
25 article, be deemed to have commenced employment on the first day of the month in which
26 such employee commences employment, provided that the state employee commences
27 employment no later than the fourteenth day of such month."

28 **SECTION 3.**

29 This Act shall become effective upon its approval by the Governor or upon its becoming law
30 without such approval.

31 **SECTION 4.**

32 All laws and parts of laws in conflict with this Act are repealed.