SLS 21RS-17

ORIGINAL

2021 Regular Session

SENATE BILL NO. 3

BY SENATOR MILLIGAN

Prefiled pursuant to Article III, Section 2(A)(4)(b)(i) of the Constitution of Louisiana.

HEALTH/ACC INSURANCE. Requires certain employing agencies to provide health insurance coverage from date of hire under certain circumstances. (gov sig)

1	AN ACT
2	To amend and reenact R.S. 42:851(E)(2) and to enact R.S. 42:851(V), relative to group
3	health insurance for public employees; to provide relative to effective dates of
4	coverage for certain public employees under certain circumstances; to provide for
5	application and rules promulgation; to provide for an effective date; and to provide
6	for related matters.
7	Be it enacted by the Legislature of Louisiana:
8	Section 1. R.S. 42:851(E)(2) is hereby amended and reenacted and R.S. 42:851(V)
9	is hereby enacted to read as follows:
10	§851. Authority for employee benefit programs; payroll deduction for payment of
11	premiums
12	* * *
13	E.(1) * * * *
14	(2) The Office of Group Benefits shall promulgate all rules necessary to carry
15	out the provisions of Subsections A through E and U <u>and V</u> of this Section.
16	* * *
17	V.(1) Notwithstanding any other provision of law or any rule or

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1	regulation to the contrary, health insurance coverage shall begin concurrent
2	with employment if all of the following apply on the employee's first date of
3	employment with the employing agency:
4	(a) The employee is assigned duties that must be performed in an area
5	that is the subject of a gubernatorially or presidentially declared disaster or
6	emergency.
7	(b) The declaration of disaster or emergency specifies that the disaster
8	or emergency involves risks to the health or well-being of any individual who
9	engages in certain activities.
10	(c) Among the activities posing a risk to an individual's health or
11	well-being are activities integral to duties that the employee is required to
12	perform.
13	(2) The premium for the first month's insurance shall be paid
14	immediately. The employing agency shall pay the employer contribution. The
15	employee contribution may be paid by the employing agency or the employee.
16	If the employing agency pays the employee contribution, the employing agency
17	shall be reimbursed by a deduction from the employee's wages.
18	Section 2. This Act shall become effective upon signature by the governor or, if not
19	signed by the governor, upon expiration of the time for bills to become law without signature
20	by the governor, as provided by Article III, Section 18 of the Constitution of Louisiana. If
21	vetoed by the governor and subsequently approved by the legislature, this Act shall become
22	effective on the day following such approval.

The original instrument and the following digest, which constitutes no part of the legislative instrument, were prepared by LG Sullivan.

DIGEST 2021 Regular Session

Milligan

<u>Present law</u> provides for the Office of Group Benefits (OGB). Authorizes La. state agencies, public higher education entities, and public elementary and secondary school systems to provide group health insurance for their employees and the employees' dependents. Allows this authorized group health insurance to be provided through private contracts or self-funded programs, subject to OGB approval if the premiums are paid with state funds.

Proposed law retains present law.

SB 3 Original

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<u>Proposed law</u>, applicable only if certain criteria are met, requires the employing agency to provide health insurance coverage beginning on the first date of employment.

Proposed law first-day coverage applies only if, on that date:

- (1) The employee is assigned duties that must be performed in a gubernatorially or presidentially declared disaster area.
- (2) The declaration of emergency specifies that the emergency involves risks to health or well-being of individuals engaged in certain activities.
- (3) Among the risky activities are activities integral to the duties of the employee.

Present law requires OGB to promulgate rules to carry out the provisions of present law.

<u>Proposed law</u> retains <u>present law</u> and applies to require rules promulgation to carry out the provisions of <u>proposed law</u>.

Effective upon signature of the governor or lapse of time for gubernatorial action.

(Amends R.S. 42:851(E)(2); adds R.S. 42:851(V))