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**PORTABLE BENEFIT PLAN**

2023 GENERAL SESSION

STATE OF UTAH

**Chief Sponsor: John D. Johnson**

House Sponsor: \_\_\_\_\_

**LONG TITLE**

**General Description:**

This bill enacts provisions related to portable benefit plans.

**Highlighted Provisions:**

This bill:

- ▶ provides that government entities or private entities may offer a portable benefit plan;
- ▶ requires contributions to a portable benefit plan be voluntary;
- ▶ provides that contributions to a portable benefit plan:
  - are not evidence of an employment relationship or employer liability; and
  - may not be used as criteria in determining employment classifications; and
- ▶ defines terms.

**Money Appropriated in this Bill:**

None

**Other Special Clauses:**

None

**Utah Code Sections Affected:**

ENACTS:

**34-57-101**, Utah Code Annotated 1953

**34-57-102**, Utah Code Annotated 1953



28 *Be it enacted by the Legislature of the state of Utah:*

29 Section 1. Section **34-57-101** is enacted to read:

30 **CHAPTER 57. PORTABLE BENEFIT PLAN**

31 **Part 1. General Provisions**

32 **34-57-101. Definitions.**

33 As used in this chapter:

34 (1) "Hiring party" means a person who hires or enters into a contract with an  
35 independent contractor.

36 (2) "Independent contractor" means the same as that term is defined in Section  
37 [34A-2-103](#).

38 (3) "Portable benefit plan" means a group coverage benefit option offered through a  
39 fund, account, or alternative mechanism that:

40 (a) provides portable benefits, including:

41 (i) health insurance coverage;

42 (ii) unemployment insurance coverage; or

43 (iii) disability pay coverage; and

44 (b) is assigned to an individual beneficiary and is not associated with a specific  
45 employer or hiring party.

46 Section 2. Section **34-57-102** is enacted to read:

47 **34-57-102. Administration -- Assignment of benefits -- Portability.**

48 (1) A governmental entity or private entity may offer a portable benefit plan.

49 (2) Contributions to a portable benefit plan:

50 (a) shall be voluntary; and

51 (b) may not be used as a criterion for determining a person's employment classification.

52 (3) If an Internet or application-based company contributes to a portable benefit plan  
53 for the benefit of an individual beneficiary:

54 (a) the contribution is not evidence of employer liability; and

55 (b) a court may not construe the contribution as an element of an employment  
56 relationship for purposes of:

57 (i) Title 34A, Chapter 2, Workers' Compensation Act; or

58 (ii) Title 35A, Chapter 4, Employment Security Act.