

1 H.803

2 Introduced by Representatives Botzow of Pownal, Marcotte of Coventry, Ram  
3 of Burlington, and Young of Glover

4 Referred to Committee on

5 Date:

6 Subject: Labor; employee benefits; self-employment

7 Statement of purpose of bill as introduced: This bill proposes to create a study  
8 committee to study mechanisms for creating portable insurance, retirement,  
9 and other employee benefits to address the needs of individuals that are  
10 freelance workers in e-commerce, self-employed workers, or workers in the  
11 “on-demand” or “app” economy.

12 An act relating to portable employment benefits

13 It is hereby enacted by the General Assembly of the State of Vermont:

14 Sec. 1. PORTABLE EMPLOYEE BENEFITS STUDY COMMITTEE

15 (a) Creation. There is created a Portable Employee Benefits Study  
16 Committee.

17 (b) Membership. The Committee shall be composed of the following  
18 nine members:

19 (1) one member of the House of Representatives who shall be appointed  
20 by the Speaker of the House;

1           (2) one member of the Senate who shall be appointed by the Committee  
2           on Committees;

3           (3) the Commissioner of Labor or designee;

4           (4) the Commissioner of Financial Regulation or designee;

5           (5) the State Treasurer or designee;

6           (6) the Secretary of Commerce and Community Development or  
7           designee; and

8           (7) three members appointed by the Governor to represent the interests  
9           of freelance workers in e-commerce, self-employed workers, and workers in  
10          the “on-demand” or “app” economy.

11          (c) Powers and duties. The Committee shall study mechanisms for creating  
12          insurance, retirement, and other types of employment benefits that are portable  
13          and easily accessible to freelance workers in e-commerce, self-employed  
14          workers, and workers in the on-demand or app economy, including the  
15          following issues:

16               (1) the potential advantages and challenges to making group insurance,  
17               retirement, and other types of employment benefits available to freelance  
18               workers in e-commerce, self-employed workers, and workers in the on-demand  
19               or app economy;

20               (2) the potential benefits and challenges of implementing a public,  
21               private, or public-private model for the administration and provision of group

1 insurance, retirement, and other types of employment benefits to freelance  
2 workers, workers in e-commerce, and workers in the on-demand or app  
3 economy, including a per-transaction fee model, an hour bank, private or  
4 public pretax accounts, and other mechanisms;

5 (3) the availability of traditional social safety nets such as  
6 unemployment compensation, group health insurance, employer-sponsored life  
7 insurance, and workers' compensation to freelance workers, workers in  
8 e-commerce, and workers in the on-demand or app economy who are not  
9 connected to a traditional, full-time employer;

10 (4) the necessity for new mechanisms to replace or augment traditional  
11 social safety nets such as unemployment compensation, group health  
12 insurance, employer-sponsored life insurance, and workers' compensation for  
13 workers who are not connected to a traditional, full-time employer;

14 (5) potential banking and insurance legislation that can allow freelance  
15 workers, workers in e-commerce, and workers in the on-demand or app  
16 economy to invest pretax dollars in accounts or insurance policies that would  
17 replace or augment the traditional social safety nets;

18 (6) potential mechanisms to replace or augment traditional social safety  
19 nets such as unemployment compensation, group health insurance,  
20 employer-sponsored life insurance, and workers' compensation for workers

1 who are not connected to a traditional, full-time employer, including public or  
2 private pretax accounts or insurance programs;

3 (7) potential funding models for mechanisms that would replace or  
4 augment the traditional social safety nets, including both worker- and  
5 consumer-driven funding models; and

6 (8) possible implementation plans with timelines for mechanisms that  
7 would replace or augment the traditional social safety nets, including  
8 mechanisms utilizing worker- or consumer-driven funding models.

9 (d) Assistance. The Committee shall have the administrative, technical,  
10 and legal assistance of the Legislative Council, the Department of Labor, and  
11 the Department of Financial Regulation.

12 (e) Report. On or before January 15, 2017, the Committee shall submit a  
13 written report to the General Assembly with its findings and any  
14 recommendations for legislative action.

15 (f) Meetings.

16 (1) The Commissioner of Labor shall call the first meeting of the  
17 Committee to occur on or before September 15, 2016.

18 (2) The Committee shall select a chair from among its members at the  
19 first meeting.

20 (3) A majority of the membership shall constitute a quorum.

21 (4) The Committee shall cease to exist on January 15, 2017.

1        (g) Reimbursement.

2            (1) For attendance at meetings during adjournment of the General  
3        Assembly, legislative members of the Committee shall be entitled to per diem  
4        compensation and reimbursement of expenses pursuant to 2 V.S.A. § 406 for  
5        no more than four meetings.

6            (2) Other members of the Committee who are not employees of the  
7        State of Vermont and who are not otherwise compensated or reimbursed for  
8        their attendance shall be entitled to reimbursement of expenses pursuant to  
9        32 V.S.A. § 1010 for no more than four meetings.

10        Sec. 2. EFFECTIVE DATE

11        This act shall take effect on July 1, 2016.