

HB 2269 A -A4 STAFF MEASURE SUMMARY

House Committee On Revenue

Prepared By: Kaitlyn Harger, Economist

Meeting Dates: 4/22

WHAT THE MEASURE DOES:

Requires an employer with 50 or more employees to expend the amount established by the Oregon Health Policy Board toward providing health care to its employees. Describes types of expenditures that may be applied toward required health care expenditures. Requires the employer to pay health care access contribution, in the amount equal to the difference between the employer's required and actual health care expenditures, to the Oregon Department of Consumer and Business Services (DCBS) if the employer's health care expenditures are less than the employer's required health care expenditures. Establishes the Employer Participation Program (EPP) in the department to use health care access contributions to provide financial assistance to covered employees of the employers that pay health care access contributions for costs of health insurance premiums and to improve access to the state medical assistance program. Requires the Oregon Department of Revenue (DOR), in collaboration with DCBS, to establish requirements for employers to report certain information about health care expenditures to DOR. Requires DOR to relay information to DCBS. Authorizes DOR to impose a civil penalty on an employer that fails to report required information or fails to pay health care access contribution if the employer's health care expenditures are less than the employer's required health care expenditures.

ISSUES DISCUSSED:

EFFECT OF AMENDMENT:

-A4 Exempts a public employer from requirements. Refines the definition of health care. Clarifies the meaning of health care expenditure. Modifies the scope of exempt employees. Clarifies EPP posting requirement. Prohibits a covered employer from forcing a covered employee to waive the right to a health care access contribution. Allows DOR to prescribe record keeping requirements. Clarifies the use of health care access contributions and civil penalties. Directs the Oregon Bureau of Labor and Industries (BOLI) to enforce posting requirements and no coercion provisions.

BACKGROUND:

The provisions in the bill require non-exempt employers of 50 or more employees to contribute to their employees' health care costs. An employer may meet the health care expenditure requirement by directly paying for employees' health insurance premiums or health care services provided to them, or by contributing to the Health Care Access Fund that supports their employees' access to insurance coverage through the marketplace or helps fund the Oregon Health Plan.