



State of Wisconsin  
2019 - 2020 LEGISLATURE

LRB-4438/1  
EKL:amn

## 2019 SENATE BILL 475

October 4, 2019 - Introduced by Senators KOOYENGA and CRAIG, cosponsored by Representatives SANFELIPPO, KUGLITSCH, ALLEN, KNODL, PRONSCHINSKE, QUINN, RAMTHUN, THIESFELDT, TUSLER and DITTRICH. Referred to Committee on Public Benefits, Licensing and State-Federal Relations.

- 1 **AN ACT to amend** 632.745 (5) (a) of the statutes; **relating to:** adjusting group  
2 health plan requirements to account for the normal work week of fire fighters.

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### *Analysis by the Legislative Reference Bureau*

Under current law, the applicability of certain requirements related to group health plan coverage depends on whether an individual is an “eligible employee.” For example, an insurer that offers a group health plan to an employer or health benefit purchasing cooperative is generally required to offer coverage to all of the employer’s or cooperative member’s eligible employees and their dependents. Similarly, if the state or a county, city, village, town, or school district offers coverage under a self-insured health plan, the coverage must generally be offered to all eligible employees and their dependents. Another example is that small employers with less than ten eligible employees are exempt from the requirement to cover the treatment of mental and substance use disorders under their group health plans. For all of these purposes, an “eligible employee” is an individual who works on a permanent basis and has a normal work week of at least 30 hours.

This bill amends the definition of “eligible employee” to account for the normal work week of fire fighters. Under the bill, an individual who is employed as a member or officer of a fire department and whose duties include fire fighting or fire fighting training is an “eligible employee” if the individual works on a permanent basis and has a normal work week of at least 42 hours.

