

1 **SHB 2443 - H AMDS 971 LOST 2-10-94**

2 By Representative Lisk and others

3 On page 5, beginning on line 14, strike all of section 2  
4 Renumber the remaining sections accordingly.

5 On page 12, beginning on line 21 strike the remainder of the  
6 bill and insert

7 "**NEW SECTION. Sec. 3** (1) For purposes of health care coverage  
8 for seasonal workers in the state of Washington, the select  
9 committee on seasonal employment is hereby created composed of five  
10 members appointed as follows:

11 (a) Two shall be from the Washington State Senate, one from  
12 the majority caucus and one from the minority caucus to be  
13 appointed by the President of the Senate;

14 (b) Two shall be from the Washington State House of  
15 Representatives, one from the majority caucus and one from the  
16 minority caucus to be appointed by the Speaker of the House; and

17 (c) One shall be the director of Washington state department  
18 of agriculture.

19 (2) Members of the committee shall serve without compensation  
20 for their services but shall be reimbursed for their expenses by  
21 their respective agencies.

22 (3) The select committee shall have the following  
23 responsibilities:

24 (a)) Define "seasonal employer" and "seasonal employee";

25 (b) Conduct an analysis of the financial impact of health  
26 insurance coverage on seasonal employees and their employers,  
27 including analysis of the extent to which existing funding sources  
28 that currently subsidize health services costs for low-income  
29 seasonal workers can be utilized, and the feasibility of  
30 establishing a centralized pool or depository to finance such

1 coverage;

2 (c) Determine the extent to which the coverage mechanisms of  
3 this chapter should be modified, if at all, to meet the unique  
4 characteristics and needs of seasonal employees and their  
5 employers.

6 (d) Consider in its deliberations the following:

7 (i) That seasonal employees shall have the same base level of  
8 benefits, and be subject to the same point of service cost-sharing  
9 and premium contribution policies as other employees, consistent  
10 with the income-sensitive requirements developed by the commission  
11 pursuant to RCW 43.72.130;

12 (ii) That employers and employees should contribute to the  
13 costs of health benefits coverage for seasonal employees and their  
14 dependents at a rate that is as affordable for seasonal employees  
15 and their employers as for nonseasonal employers and employees.  
16 The minimum hourly rate paid by seasonal employers towards their  
17 seasonal employees' health insurance coverage shall not have the  
18 effect of increasing the employers' monthly contribution toward  
19 seasonal employees' health insurance coverage to more than the  
20 required fifty percent of the cost of the lowest priced uniform  
21 benefits package. The minimum hourly payment rate shall be  
22 calculated on the basis of a one hundred twenty hour month, and  
23 shall be paid by employers on the first thirty hours of each week  
24 worked by a seasonal employee;

25 (iii) That every effort shall be made to minimize the  
26 administrative burden on seasonal employees and seasonal employers;  
27 and

28 (iv) That no new state agency shall be created.

29 (e) Utilize in its deliberations the following principles in  
30 development of a mechanism to determine the date upon which an  
31 employer's participation under RCW 43.72.220 begins.

32 (i) The clear legislative intent of this chapter is to  
33 minimize any adverse economic impact of employer participation on

1 small employers, as evidenced by establishment of the small  
2 business advisory committee in RCW 43.72.060, establishment of the  
3 small firm financial assistance program in RCW 43.72.240, the  
4 requirement in RCW 43.72.140 that a small business economic impact  
5 statement be prepared by the commission, and phased-in  
6 implementation of employer participation requirements based on  
7 employer size;

8 (ii) The unique nature of seasonal industries results in great  
9 variations in the number of individuals employed in those  
10 industries over the course of a year. Any mechanism developed by  
11 the commission shall attempt to address this issue in a manner  
12 that: Minimizes the potential for peaks and valleys in employment  
13 to disproportionately influence the date upon which an employer's  
14 participation under RCW 43.72.220 begins; does not result in  
15 overcounting or undercounting qualified employees; and ensures  
16 equitable treatment of employers and employees across industries;

17 (f) Consider any unique issues related to health services  
18 access and delivery to seasonal employees.

19 (4) The select committee shall report its recommendation to  
20 the legislature by January 1, 1995 and shall be terminated on  
21 January 15, 1995."