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SENATOR MINES: Yeah. Yeah.

SENATOR BEUTLER: ...elect to make the required contributions, right?

SENATOR MINES: What we're saying is that a group policy can be participated in. We don't need at least 75 percent of the eligible employees, but the group plan would be offered to all employees, at least that's the way I interpret this, and if the employees choose to participate, and they happened...it happens to be a plan where they would pay the entire premium, "they" meaning employees, this would allow them to do that.

SENATOR BEUTLER: Let me...let me state flat-out what I'm worried about, and you tell me whether...

SENATOR MINES: I think I know where you're going.

SENATOR BEUTLER: ...it's a possibility or not a possibility under the way this language is structured. I'm assuming that the provision for a broad participation in the group plan is there at least in part so that company management or company officers didn't construct a group plan...

SENATOR CUDABACK: One minute.

SENATOR BEUTLER: ...in such a way that it was only appealable...the only people to whom it would appeal and the only people that could afford it would be the two or three or four or five at the top. And therefore, all of the people at the top would get the tax benefits that are associated with these group plans, and everybody else could be cut out. I assumed that was the reason for the 75 percent requirement. Now, am I off-base somehow on all of that? I just wanted to be sure that that cannot happen.

SENATOR MINES: I don't know, Senator. I wasn't involved in that. Frankly, in our discussions and in committee, that didn't get brought up. But it's...we understand that the market today is not...that instance wasn't described to us. It was simply that there are group plans out there that employees today...