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1 A bill to be entitled
2 An act relating to health insurance; amending s. 112.363,
3 F.S.; specifying that coverage provided through the Cover
4 Florida Health Care Access Program is considered health
5 insurance coverage for the purposes of determining
6 eligibility for the state retiree health insurance
7 subsidy; amending s. 408.909, F.S.; revising eligibility
8 for enrollment in a health flex plan; revising the
9 expiration date of the health flex plan program; creating
10 s. 408.9091, F.S.; creating the Cover Florida Health Care
11 Access Program; providing a short title; providing
12 legislative intent; providing definitions; requiring the
13 Agency for Health Care Administration and the Office of
14 Insurance Regulation of the Financial Services Commission
15 within the Department of Financial Services to jointly
16 administer the program; providing program requirements;
17 requiring the development of guidelines to meet minimum
18 standards for quality care and access to care; requiring
19 the agency to ensure that the Cover Florida plans follow
20 standardized grievance procedures; requiring the Executive
21 Office of the Governor, the agency, and the office to
22 develop a public awareness program; authorizing public and
23 private entities to design or extend incentives for
24 participation in the Cover Florida Access Program;
25 requiring the agency and the office to announce an
26 invitation to negotiate for Cover Florida plan entities to
27 design a coverage proposal; requiring the agency and the
28 office to approve one plan entity; authorizing the agency
29 and the office to approve one regional network plan in

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30 each existing Medicaid area; requiring the invitation to
31 negotiate to include certain guidelines; providing certain
32 conditions in which plans are disapproved or withdrawn;
33 authorizing the agency and the office to announce an
34 invitation to negotiate for companies that offer
35 supplemental insurance or discount medical plans;
36 providing that certain licensing requirements or ch. 641,
37 F.S., are not applicable to a Cover Florida plan;
38 providing that Cover Florida plans are considered
39 insurance under certain conditions; excluding Cover
40 Florida plans from the Florida Life and Health Insurance
41 Guaranty Association and the Health Maintenance
42 Organization Consumer Assistance Plan; providing
43 requirements for eligibility in a Cover Florida plan;
44 requiring each Cover Florida plan to maintain and provide
45 certain records; providing that coverage under a Cover
46 Florida plan is not an entitlement and does not give rise
47 to a cause of action; requiring the agency and the office
48 to evaluate the Cover Florida program and submit an annual
49 report to the Governor and the Legislature; requiring the
50 agency and the Financial Services Commission to adopt
51 rules; amending s. 624.91, F.S.; revising the duties of
52 the Florida Healthy Kids Corporation; amending s. 409.814,
53 F.S.; revising the eligibility requirements for
54 participation in the Medikids program or the Florida
55 Healthy Kids program; deleting certain limitations;
56 amending s. 627.6562, F.S.; requiring insurance policies
57 that provide dependent coverage to provide the
58 policyholder with the option of insuring a child until the

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59 age of 30 under certain circumstances; amending s.
60 627.6699, F.S.; redefining the term "small employer" for
61 purposes of the Employee Health Care Access Act; providing
62 an effective date.

63
64 Be It Enacted by the Legislature of the State of Florida:

65
66 Section 1. Paragraph (d) of subsection (2) of section
67 112.363, Florida Statutes, is amended to read:

68 112.363 Retiree health insurance subsidy.--

69 (2) ELIGIBILITY FOR RETIREE HEALTH INSURANCE SUBSIDY.--

70 (d) Payment of the retiree health insurance subsidy shall
71 be made only after coverage for health insurance for the retiree
72 or beneficiary has been certified in writing to the Department of
73 Management Services. Participation in a former employer's group
74 health insurance program is not a requirement for eligibility
75 under this section. Coverage issued pursuant to s. 408.9091 is
76 considered health insurance for the purposes of this section.

77 Section 2. Subsections (5) and (10) of section 408.909,
78 Florida Statutes, are amended to read:

79 408.909 Health flex plans.--

80 (5) ELIGIBILITY.--Eligibility to enroll in an approved
81 health flex plan is limited to residents of this state who:

82 (a) Are 64 years of age or younger;

83 (b) Have a family income equal to or less than 300 ~~200~~
84 percent of the federal poverty level;

85 ~~(c) Are eligible under a federally approved Medicaid~~
86 ~~demonstration waiver and reside in Palm Beach County or Miami-~~
87 ~~Dade County;~~

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88 ~~(c)(d)~~ Are not covered by a private insurance policy and
89 are not eligible for coverage through a public health insurance
90 program, such as Medicare or Medicaid, ~~unless specifically~~
91 ~~authorized under paragraph (c),~~ or another public health care
92 program, such as Kidcare, and have not been covered at any time
93 during the past 6 months; who are covered under an individual
94 contract issued by a health maintenance organization that is an
95 approved health flex plan on October 1, 2008, and are applying
96 for coverage in the same health flex plan without a lapse in
97 coverage and all other eligibility requirements under this
98 subsection are met; or who were covered under Medicaid or Kidcare
99 and lost eligibility for Medicaid or a Kidcare subsidy due to
100 income restrictions within 90 days before applying for health
101 care coverage through an approved health flex plan; and

102 ~~(d)(e)~~ Have applied for health care coverage through an
103 approved health flex plan and have agreed to make any payments
104 required for participation, including periodic payments or
105 payments due at the time health care services are provided.

106 (10) EXPIRATION.--This section expires July 1, 2013 ~~2008~~.
107 Section 3. Section 408.9091, Florida Statutes, is created
108 to read:

109 408.9091 Cover Florida Health Care Access Act.--

110 (1) SHORT TITLE.--This section may be cited as the "Cover
111 Florida Health Access Program Act."

112 (2) INTENT.--The Legislature finds that a significant
113 proportion of state residents are unable to obtain affordable
114 health insurance coverage. The Legislature also finds that
115 existing "health flex" plan coverage has had limited
116 participation due in part to narrow eligibility restrictions as

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117 well as minimal benefit options for catastrophic and emergency
118 care coverage. Therefore, it is the Legislature's intent to
119 expand the availability of health care options for uninsured
120 residents by developing an affordable health care product that
121 emphasizes coverage for basic and preventive health care
122 services; provides inpatient hospital, urgent, and emergency care
123 services; and is offered statewide by approved health insurers,
124 health maintenance organizations, health-care-provider-sponsored
125 organizations, or health care districts.

126 (3) DEFINITIONS.--As used in this section, the term:

127 (a) "Agency" means the Agency for Health Care
128 Administration.

129 (b) "Office" means the Office of Insurance Regulation of
130 the Financial Services Commission.

131 (c) "Enrollee" means an individual who has been determined
132 to be eligible for and is receiving health insurance coverage
133 under a Cover Florida plan.

134 (d) "Cover Florida plan" means a consumer choice benefit
135 plan approved under this section which guarantees payment or
136 coverage for specified benefits provided to an enrollee.

137 (e) "Cover Florida plan coverage" means health care
138 services that are covered as benefits under a Cover Florida plan.

139 (f) "Cover Florida plan entity" means a health insurer,
140 health maintenance organization, health-care-provider-sponsored
141 organization, or health care district that develops and
142 implements a Cover Florida plan and is responsible for
143 administering the plan and paying all claims for Cover Florida
144 plan coverage by enrollees.

145 (g) "Cover Florida Plus" plan means a supplemental

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146 insurance product, such as for additional catastrophic coverage
147 or dental, vision, or cancer coverage, approved under this
148 section and offered to all enrollees.

149 (4) PROGRAM.--The agency and the office shall jointly
150 establish and administer the Cover Florida Health Care Access
151 Program.

152 (a) General Cover Florida plan components must require
153 that:

154 1. Plans are offered as guaranteed issue to enrollees,
155 subject to exclusions for preexisting conditions approved by the
156 office and the agency.

157 2. Plans are portable, such that the enrollee remains
158 covered regardless of employment status or the cost-sharing of
159 premiums.

160 3. Plans may provide for cost containment through limits on
161 the number of services, caps on benefit payments, and copayments
162 for services.

163 4. A Cover Florida health plan entity makes all benefit
164 plan and marketing materials available in English and Spanish.

165 5. In order to provide for consumer choice, Cover Florida
166 health plan entities develop two alternative benefit option plans
167 having different cost and benefit levels, including at least one
168 plan that provides catastrophic coverage.

169 6. Plans without catastrophic coverage provide coverage
170 options for the following services, including, but not limited
171 to:

172 a. Preventive health services, including preventive
173 screenings, annual health assessments, and well-care and well-
174 woman services, including mammograms, screenings for cervical

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175 cancer, noninvasive colorectal or prostate screenings, and
176 immunizations.

177 b. Incentives for routine, preventive care.

178 c. Office visits for the diagnosis and treatment of illness
179 or injury.

180 d. Office surgery, including anesthesia.

181 e. Services related to behavioral health services.

182 f. Durable medical equipment and prosthetics.

183 g. Diabetic supplies.

184 7. Plans providing catastrophic coverage, at a minimum,
185 provide coverage options for all of the services listed under
186 subparagraph 6., and in addition include, but are not limited to,
187 coverage options for:

188 a. Inpatient hospital stays.

189 b. Hospital emergency care services.

190 c. Urgent care services.

191 d. Outpatient facility services, outpatient surgery, and
192 outpatient diagnostic services.

193 8. Plans offer prescription drug benefit coverage on all
194 plans, or use a prescription drug manager, such as the Florida
195 Discount Drug Card Program.

196 9. Plans provide, in enrollment materials, plain-language
197 information on policy benefit coverage, benefit limits, cost-
198 sharing requirements, and exclusions and a clear representation
199 of what is not covered in the plan.

200 10. Plans offered through a qualified employer meet the
201 requirements of s. 125 of the Internal Revenue Code.

202 (b) Guidelines shall be developed to ensure that Cover
203 Florida plans meet minimum standards for quality of care and

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204 access to care. The agency shall ensure that the Cover Florida
205 plans follow standardized grievance procedures.

206 (c) Changes in Cover Florida plan benefits, premiums, and
207 policy forms are subject to regulatory oversight by the office
208 and agency as provided by rules adopted by the Financial Services
209 Commission and the agency.

210 (d) The agency, the office, and the Executive Office of the
211 Governor shall develop a public awareness program to be
212 implemented throughout the state for the promotion of the Cover
213 Florida Health Access Program.

214 (e) Public or private entities may design programs to
215 encourage Floridians to participate in the Cover Florida Health
216 Access Program, or to encourage employers to cosponsor some share
217 of Cover Florida plan premiums for employees.

218 (5) PLAN PROPOSALS.--The agency and the office shall
219 announce, no later than July 1, 2008, an invitation to negotiate
220 for Cover Florida plan entities to design a Cover Florida plan
221 proposal in which benefits and premiums are specified.

222 (a) The invitation to negotiate shall include guidelines
223 for the review of Cover Florida plan applications, policy forms,
224 and all associated forms, and provide regulatory oversight of
225 Cover Florida plan advertisement and marketing procedures. A plan
226 shall be disapproved or withdrawn if the plan:

227 1. Contains any ambiguous, inconsistent, or misleading
228 provisions or any exceptions or conditions that deceptively
229 affect or limit the benefits purported to be assumed in the
230 general coverage provided by the plan;

231 2. Provides benefits that are unreasonable in relation to
232 the premium charged or contains provisions that are unfair or

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233 inequitable, that are contrary to the public policy of this
234 state, that encourage misrepresentation, or that result in unfair
235 discrimination in sales practices;

236 3. Cannot demonstrate that the plan is financially sound
237 and that the applicant is able to underwrite or finance the
238 health care coverage provided;

239 4. Cannot demonstrate that the applicant and its management
240 are in compliance with the standards required under s.
241 624.404(3); or

242 5. Does not guarantee that enrollees may participate in the
243 Cover Florida plan entity's comprehensive network of providers,
244 as determined by the office, the agency, and the contract.

245 (b) The agency and the office may announce an invitation to
246 negotiate for the design of Cover Florida Plus products to
247 companies that offer supplemental insurance, discount medical
248 plan organizations licensed under part II of chapter 636, or
249 prepaid health clinics licensed under part II of chapter 641.

250 (c) The agency and office shall approve at least one Cover
251 Florida plan entity having an existing statewide network of
252 providers, and may approve at least one regional network plan in
253 each existing Medicaid area.

254 (6) LICENSE NOT REQUIRED.--

255 (a) The licensing requirements of the Florida Insurance
256 Code and chapter 641, relating to health maintenance
257 organizations, do not apply to a Cover Florida plan approved
258 under this section unless expressly made applicable. However, for
259 the purpose of prohibiting unfair trade practices, Cover Florida
260 plans are considered to be insurance subject to the applicable
261 provisions of part IX of chapter 626, except as otherwise

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262 provided in this section.

263 (b) Cover Florida plans are not covered by the Florida Life
264 and Health Insurance Guaranty Association under part III of
265 chapter 631 or by the Health Maintenance Organization Consumer
266 Assistance Plan under part IV of chapter 631.

267 (7) ELIGIBILITY.--Eligibility to enroll in a Cover Florida
268 plan is limited to residents of this state who meet all of the
269 following:

270 (a) Are 19 to 64 years of age.

271 (b) Are not covered by a private health insurance policy
272 and are not eligible for coverage through a public health
273 insurance program, such as Medicare, Medicaid, or Kidcare, unless
274 eligibility for coverage lapses due to no longer meeting income
275 or categorical requirements.

276 (c) Have not been covered by any health insurance program
277 at any time during the past 6 months, unless coverage under a
278 health insurance program was terminated within the previous 6
279 months due to:

280 1. Loss of a job that provided an employer-sponsored health
281 benefit plan;

282 2. Exhaustion of coverage that was continued under COBRA or
283 continuation-of-coverage requirements under s. 627.6692;

284 3. Reaching the limiting age under the policy; or

285 4. Death of, or divorce from, a spouse who was provided
286 employer-sponsored health benefit plan.

287 (d) Have applied for health care coverage through a Cover
288 Florida plan and have agreed to make any payments required for
289 participation, including periodic payments or payments due at the
290 time health care services are provided.

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291 (8) RECORDS.--Each Cover Florida plan must maintain
292 enrollment data and provide network data and reasonable records
293 to enable the office and agency to monitor plans and to determine
294 the financial viability of the Cover Florida plan, as necessary.

295 (9) NONENTITLEMENT.--Coverage under a Cover Florida plan is
296 not an entitlement, and a cause of action does not arise against
297 the state, a local government entity, any other political
298 subdivision of this state, or the agency or office for failure to
299 make coverage available to eligible persons under this section.

300 (10) PROGRAM EVALUATION.--The agency and the office shall:

301 (a) Evaluate the Cover Florida program and its effect on
302 the entities that seek approval as Cover Florida plans, on the
303 number of enrollees, and on the scope of the health care coverage
304 offered under a Cover Florida plan;

305 (b) Provide an assessment of the Cover Florida plans and
306 their potential applicability in other settings;

307 (c) Use Cover Florida plans to gather more information to
308 evaluate low-income, consumer-driven benefit packages; and

309 (d) Jointly submit by March 1, 2009, and annually
310 thereafter, a report to the Governor, the President of the
311 Senate, and the Speaker of the House of Representatives providing
312 the information specified in paragraphs (a)-(c) and
313 recommendations relating to the successful implementation and
314 administration of the program.

315 (11) RULEMAKING AUTHORITY.--The agency and the Financial
316 Services Commission may adopt rules as needed to administer this
317 section.

318 Section 4. Paragraph (b) of subsection (5) of section
319 624.91, Florida Statutes, is amended to read:

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320 624.91 The Florida Healthy Kids Corporation Act.--
321 (5) CORPORATION AUTHORIZATION, DUTIES, POWERS.--
322 (b) The Florida Healthy Kids Corporation shall:
323 1. Arrange for the collection of any family, local
324 contributions, or employer payment or premium, in an amount to be
325 determined by the board of directors, to provide for payment of
326 premiums for comprehensive insurance coverage and for the actual
327 or estimated administrative expenses.
328 2. Arrange for the collection of any voluntary
329 contributions to provide for payment of premiums for children who
330 are not eligible for medical assistance under Title XXI of the
331 Social Security Act.
332 3. Subject to the provisions of s. 409.8134, accept
333 voluntary supplemental local match contributions that comply with
334 the requirements of Title XXI of the Social Security Act for the
335 purpose of providing additional coverage in contributing counties
336 under Title XXI.
337 4. Establish the administrative and accounting procedures
338 for the operation of the corporation.
339 5. Establish, with consultation from appropriate
340 professional organizations, standards for preventive health
341 services and providers and comprehensive insurance benefits
342 appropriate to children, provided that such standards for rural
343 areas shall not limit primary care providers to board-certified
344 pediatricians.
345 6. Determine eligibility for children seeking to
346 participate in the Title XXI-funded components of the Florida
347 Kidcare program consistent with the requirements specified in s.
348 409.814, as well as the non-Title-XXI-eligible children as

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349 provided in subsection (3).

350 7. Establish procedures under which providers of local
351 match to, applicants to and participants in the program may have
352 grievances reviewed by an impartial body and reported to the
353 board of directors of the corporation.

354 8. Establish participation criteria and, if appropriate,
355 contract with an authorized insurer, health maintenance
356 organization, or third-party administrator to provide
357 administrative services to the corporation.

358 9. Establish enrollment criteria which shall include
359 penalties or waiting periods of not fewer than 60 days for
360 reinstatement of coverage upon voluntary cancellation for
361 nonpayment of family premiums.

362 10. Contract with authorized insurers or any provider of
363 health care services, meeting standards established by the
364 corporation, for the provision of comprehensive insurance
365 coverage to participants. Such standards shall include criteria
366 under which the corporation may contract with more than one
367 provider of health care services in program sites. Health plans
368 shall be selected through a competitive bid process. The Florida
369 Healthy Kids Corporation shall purchase goods and services in the
370 most cost-effective manner consistent with the delivery of
371 quality medical care. The maximum administrative cost for a
372 Florida Healthy Kids Corporation contract shall be 15 percent.
373 For health care contracts, the minimum medical loss ratio for a
374 Florida Healthy Kids Corporation contract shall be 85 percent.
375 For dental contracts, the remaining compensation to be paid to
376 the authorized insurer or provider under a Florida Healthy Kids
377 Corporation contract shall be no less than an amount which is 85

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378 percent of premium; to the extent any contract provision does not
379 provide for this minimum compensation, this section shall
380 prevail. The health plan selection criteria and scoring system,
381 and the scoring results, shall be available upon request for
382 inspection after the bids have been awarded.

383 11. Establish disenrollment criteria in the event local
384 matching funds are insufficient to cover enrollments.

385 12. Develop and implement a plan to publicize the Florida
386 Healthy Kids Corporation, the eligibility requirements of the
387 program, and the procedures for enrollment in the program and to
388 maintain public awareness of the corporation and the program.

389 13. Secure staff necessary to properly administer the
390 corporation. Staff costs shall be funded from state and local
391 matching funds and such other private or public funds as become
392 available. The board of directors shall determine the number of
393 staff members necessary to administer the corporation.

394 14. Provide a report annually to the Governor, Chief
395 Financial Officer, Commissioner of Education, Senate President,
396 Speaker of the House of Representatives, and Minority Leaders of
397 the Senate and the House of Representatives.

398 15. Provide information on a quarterly basis to the
399 Legislature and the Governor which compares the costs and
400 utilization of the full-pay enrolled population and the Title
401 XXI-subsidized enrolled population in the KidCare program. The
402 information, at a minimum, must include:

403 a. The monthly enrollment and expenditure for full-pay
404 enrollees in the Medikids and Florida Healthy Kids programs
405 compared to the Title XXI-subsidized enrolled population; and

406 b. The costs and utilization by service of the full-pay

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407 enrollees in the Medikids and Florida Healthy Kids programs and
408 the Title XXI-subsidized enrolled population.

409
410 By February 1, 2009, the Florida Healthy Kids Corporation shall
411 provide a study to the Legislature and the Governor on premium
412 impacts to the subsidized portion of the program from the
413 inclusion of the full-pay program, which shall include
414 recommendations on how to eliminate or mitigate possible impacts
415 to the subsidized premiums.

416 ~~16.15-~~ Establish benefit packages which conform to the
417 provisions of the Florida Kidcare program, as created in ss.
418 409.810-409.820.

419 Section 5. Subsection (5) of section 409.814, Florida
420 Statutes, is amended to read:

421 409.814 Eligibility.--A child who has not reached 19 years
422 of age whose family income is equal to or below 200 percent of
423 the federal poverty level is eligible for the Florida Kidcare
424 program as provided in this section. For enrollment in the
425 Children's Medical Services Network, a complete application
426 includes the medical or behavioral health screening. If,
427 subsequently, an individual is determined to be ineligible for
428 coverage, he or she must immediately be disenrolled from the
429 respective Florida Kidcare program component.

430 (5) A child whose family income is above 200 percent of the
431 federal poverty level or a child who is excluded under the
432 provisions of subsection (4) may participate in the Medikids
433 program as provided in s. 409.8132 or, if the child is ineligible
434 for Medikids by reason of age, in the Florida Healthy Kids
435 program, subject to the following provisions:

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436 (a) The family is not eligible for premium assistance
437 payments and must pay the full cost of the premium, including any
438 administrative costs.

439 ~~(b) The agency is authorized to place limits on enrollment~~
440 ~~in Medikids by these children in order to avoid adverse~~
441 ~~selection. The number of children participating in Medikids whose~~
442 ~~family income exceeds 200 percent of the federal poverty level~~
443 ~~must not exceed 10 percent of total enrollees in the Medikids~~
444 ~~program.~~

445 (b) ~~(e)~~ The board of directors of the Florida Healthy Kids
446 Corporation may ~~is authorized to place limits on enrollment of~~
447 ~~these children in order to avoid adverse selection. In addition,~~
448 ~~the board is authorized to~~ offer a reduced benefit package to
449 these children in order to limit program costs for such families.
450 ~~The number of children participating in the Florida Healthy Kids~~
451 ~~program whose family income exceeds 200 percent of the federal~~
452 ~~poverty level must not exceed 10 percent of total enrollees in~~
453 ~~the Florida Healthy Kids program.~~

454 Section 6. Effective upon this act becoming law and
455 applicable to policies issued or renewed on or after October 1,
456 2008, section 627.6562, Florida Statutes, is amended to read:

457 627.6562 Dependent coverage.--

458 (1) If an insurer offers coverage that insures dependent
459 children of the policyholder or certificateholder, the policy
460 must insure a dependent child of the policyholder or
461 certificateholder at least until the end of the calendar year in
462 which the child reaches the age of 25, if the child meets all of
463 the following:

464 (a) The child is dependent upon the policyholder or

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465 certificateholder for support.

466 (b) The child is living in the household of the
467 policyholder or certificateholder, or the child is a full-time or
468 part-time student.

469 (2) A policy that is subject to the requirements of
470 subsection (1) must also offer the policyholder or
471 certificateholder the option to insure a child of the
472 policyholder or certificateholder at least until the end of the
473 calendar year in which the child reaches the age of 30, if the
474 child:

475 (a) Is unmarried and does not have a dependent of his or
476 her own;

477 (b) Is a resident of this state or a full-time or part-time
478 student; and

479 (c) Is not provided coverage as a named subscriber,
480 insured, enrollee, or covered person under any other group,
481 blanket, or franchise health insurance policy or individual
482 health benefits plan, or entitled to benefits under Title XVIII
483 of the Social Security Act.

484 (3) If, pursuant to subsection (2), a child is provided
485 coverage under the parent's policy after the end of the calendar
486 year in which the child reaches age 25, and coverage for the
487 child is subsequently terminated, the child is not eligible to be
488 covered under the parent's policy unless the child was
489 continuously covered by other creditable coverage without a gap
490 in coverage of more than 63 days. For the purposes of this
491 subsection, the term "creditable coverage" has the same meaning
492 as defined in s. 627.6561(5).

493 (4)-(2) Nothing in This section does not affect or preempt

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494 ~~affects or preempts~~ an insurer's right to medically underwrite or
495 charge the appropriate premium.

496 Section 7. Effective upon this act becoming a law and
497 applicable to policies issued or renewed on or after that date,
498 paragraph (v) of subsection (3) of section 627.6699, Florida
499 Statutes, is amended to read:

500 627.6699 Employee Health Care Access Act.--

501 (3) DEFINITIONS.--As used in this section, the term:

502 (v) "Small employer" means, in connection with a health
503 benefit plan with respect to a calendar year and a plan year, any
504 person, sole proprietor, self-employed individual, independent
505 contractor, firm, corporation, partnership, or association that
506 is actively engaged in business, has its principal place of
507 business in this state, employed an average of at least 1 but not
508 more than 50 eligible employees on business days during the
509 preceding calendar year, the majority of whom were employed
510 within this state, and employs at least 1 employee on the first
511 day of the plan year, and is not formed primarily for the purpose
512 of purchasing health insurance. In determining the number of
513 eligible employees, companies that are an affiliated group as
514 defined in s. 1504(a) of the Internal Revenue Code shall be
515 considered one employer. For purposes of this section, a sole
516 proprietor, an independent contractor, or a self-employed
517 individual is considered a small employer only if all of the
518 conditions and criteria established in this section are met.

519 Section 8. This act shall take effect upon becoming a law.