

SENATE FILE NO. SF0041

Portable benefit accounts.

Sponsored by: Senator(s) Olsen, Boner and Crago and  
Representative(s) Filer and Williams

A BILL

for

1 AN ACT relating to labor and employment; authorizing the  
2 creation and use of portable benefit accounts; specifying  
3 requirements and conditions for portable benefit accounts;  
4 providing definitions; requiring rulemaking; and providing  
5 for effective dates.

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7 *Be It Enacted by the Legislature of the State of Wyoming:*

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9 **Section 1.** W.S. 27-1-117 is created to read:

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11 **27-1-117. Portable benefit accounts.**

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13 (a) As used in this section:

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1           (i) "Financial institution" means any bank,  
2 savings and loan association or credit union chartered  
3 under the laws of Wyoming, the laws of the United States or  
4 the laws of another territory or state of the United States  
5 that is insured by the federal deposit insurance  
6 corporation or the national credit union administration.  
7 "Financial institution" shall include any special purpose  
8 depository institution as defined by W.S. 13-1-101(a)(xvi);  
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10           (ii) "Hiring party" means a person that hires or  
11 enters into a contract with an independent contractor;  
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13           (iii) "Independent contractor" means as defined  
14 by W.S. 27-14-102(a)(xxiii);  
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16           (iv) "Portable benefit account" means an account  
17 opened by an independent contractor that is:  
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19                   (A) Administered by a portable benefit  
20 account provider; and  
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22                   (B) Assigned to a beneficiary of one (1) or  
23 more benefit plans for the purpose of funding the purchase

1 of one (1) or more benefit plans, including but not limited  
2 to plans that provide health benefits, income replacement  
3 insurance, vision and dental insurance, life insurance or  
4 retirement benefits.

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6 (v) "Portable benefit account provider" means  
7 the administrator of a portable benefit account and shall  
8 include:

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10 (A) A financial institution;

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12 (B) An investment management firm;

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14 (C) A technology provider or program  
15 manager that offers services through a financial  
16 institution or investment management firm;

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18 (D) Any other person that demonstrates to  
19 the satisfaction of the state banking commissioner that the  
20 manner in which the person will administer the portable  
21 benefit account is consistent with the requirements of this  
22 section.

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1           (b) Any person, including but not limited to an  
2 independent contractor, internet-based company and  
3 application-based company, may voluntarily contribute funds  
4 to a portable benefit account for or on behalf of an  
5 independent contractor.

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7           (c) Any contribution to a portable benefit account  
8 made under this section shall not be used as a criterion or  
9 factor for determining a person's employment  
10 classification, including a classification or determination  
11 under W.S. 27-3-104.

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13           (d) A contribution to a portable benefit account  
14 under this section may be made using the funds of the  
15 hiring party or as a percentage of funds withheld from  
16 compensation owed to an independent contractor if all of  
17 the following are met:

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19           (i) The withholding of compensation, if  
20 applicable, is expressly agreed to by the independent  
21 contractor in writing;

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1           (ii) The written agreement for withholding funds  
2 or contributing employer funds is clear, unambiguous and  
3 prominently displayed in a work contract or separate  
4 agreement;

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6           (iii) The withholdings are made only after an  
7 independent contractor opts in to the withholdings;

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9           (iv) The independent contractor is authorized to  
10 opt out of the agreement at any time;

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12           (v) A hiring party is authorized to opt out of  
13 the agreement with at least sixty (60) days of notice to  
14 the independent contractor.

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16           **Section 2.** The department of workforce services shall  
17 promulgate all rules necessary to implement this act.

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