



**SLOAN WORK AND FAMILY
RESEARCH NETWORK**
BOSTON COLLEGE

2005-2006 Legislative Summary Sheet

Survey of Part-Time Employment Bills Introduced into State Legislatures

This legislative summary sheet was developed to give an overview of the policy and legislation on part-time work. Statutes and bills can be reviewed individually, but often it is useful to view them in “themes” or “clusters” to:

- ▶ Highlight legislative activity in one particular state
- ▶ Make it easier to compare legislation between states
- ▶ Illustrate varying legislation language and content

Contents In this Summary Sheet:

Part-Time Bills Related to Collective Bargaining...	p.1
Part-Time Bills Related to Death Benefits...	p.1
Part-Time Bills Related to Disability Benefits...	p. 2
Part-Time Bills Related to Health Benefits / Insurance...	p.2
Part-Time Bills Related to Retirement Benefits...	p.3
Part-Time Bills Related to State Employment...	p.4
Part-Time Bills Related to Taxes...	p.5
Part-Time Bills Related to Teacher Retirement...	p.6
Part-Time Bills Related to Unemployment...	p.6
Other Bills Related to Part-Time Employment...	p.7



Part-Time Bills Related to Collective Bargaining:

Hawaii

- ▶ HI HB 121

Creates a collective bargaining unit for substitute teachers of the Department of Education, including part-time substitute teachers working less than one- half of a full-time equivalent.

Massachusetts

- ▶ MA SB 1625

For purposes of collective bargaining for the MA Bay Transit Authority, provides that the number of part-time employees hired in each classification be defined.



Part-Time Bills Related to Death Benefits:

Mississippi

- ▶ MS SB 2237

Include certain homeland security personnel, including part-time employees, as beneficiaries of the death benefits trust fund.

New Mexico

▶ NM SB 148

Extends the law enforcement officers', firemen's, rescue squad workers' and civil air patrol members' death benefit to permanent part-time and temporary law enforcement officers and detention officers.



Part-Time Bills Related to Disability Benefits:

Illinois

▶ IL HB 3875

Provides that a teacher who has been receiving a disability benefit for at least one year and remains unable to resume regular full-time teaching due to disability, but is able to engage in part-time employment as a teacher, may work part-time as a teacher without loss of the disability benefit.

Tennessee

▶ TN HB 99

Assist employers in providing part-time employment for disabled persons who are receiving state services.



Part-Time Bills Related to Health Benefits/Insurance:

Hawaii

▶ HI HB 122

Allow for the temporary establishment of an employee organization sponsored trust that would provide health benefits for state and county employees of a particular bargaining unit, including part-time teachers working less than twenty hours a week who are equal to one-half of a full-time equivalent.

▶ HI HB 1637

Amends the definition of employee under the Employer-Union Health Benefits Trust Fund to include part-time employees working twenty or more hours per week.

▶ HI SB 1054

Requires the employer-union health benefits trust fund board to allow part-time employees and sole proprietors with incomes between 101-300% of the federal poverty guidelines to purchase health insurance through the EUTF.

▶ HI HR 198

Recognizing the problem of having a population of part-time working citizens without health insurance, requests a report on the number of less than full-time public employees that are ineligible for health benefits.

▶ HI HB 1066

Offers a tax credit as an incentive to employers to provide health care coverage for their part-time employees.

Massachusetts

▶ MA HB 2521

Reduces the ranks of the uninsured by encouraging small businesses and businesses with part-time employees to offer health insurance benefits to their workers.

Maine

▶ ME HB 1053

For purposes of reducing health insurance rates and expanding consumer choice, an employer may elect to treat part-time employees as eligible.

New Mexico

▶ NM HB 289

Requires insurers to offer coverage for certain part-time employees by group health insurers and health maintenance organizations, upon an employer's request.

New York

▶ NY SB 3474

Requires employers to provide part-time employees with health insurance in cases where full-time employees are provided the same benefits, but on a pro rata basis reflecting the percentage of hours worked.

Tennessee

▶ TN SB 384

Requires all state contractors and subcontractors to provide health insurance coverage to employees, including those working part-time, who would be providing services under the state contract or subcontract that meets the minimum requirements for a basic health care plan available to small employers.

Texas

▶ TX SB 562

Relates to the creation of health savings accounts for state employees, including those working part-time, and retirees and their dependents.

Vermont

▶ VT HB 376

Establishes a Vermont health access buy-in program to offer health care coverage to part-time employees of day care facilities and family day care homes.



Part-Time Bills Related to Retirement Benefits:

California

▶ CA AB 30

Provides that officers of the California National Guard shall become state members of the retirement system, and be referred to as National Guard members, upon completing at least one year of satisfactory service,

whether part-time or full-time, and would authorize those persons to be members of the system even though they are serving on a part-time basis.

Georgia

▶ GA HB 434

Under the Employees' Retirement System of Georgia, provides that any person eligible to obtain creditable service for prior service as a temporary full-time employee may obtain additional creditable service as a temporary full-time or part-time employee.

Louisiana

▶ LA HB 311

For purposes of retirement benefits, provides that average compensation for part-time employees who do use 60 months of full time employment for average compensation purposes shall be based on the base pay the part-time employee would have received had he been employed on a full time basis.

Nebraska

▶ NE LB 366

Allows permanent part-time employees who have attained the age of twenty to participate in the retirement system.



Part-Time Bills Related to State Employment:

Georgia

▶ GA HB 470

For purposes of the "Family Violence and Stalking Protective Order Registry Act," defines 'law enforcement officer' as any agent who, as a full-time or part-time employee, is vested with authority to enforce the criminal or traffic laws.

▶ GA SB 308

Relating to firefighter standards and training, includes part-time employee as part of the definition of firefighter.

Iowa

▶ IA HB 630

Provides that a state employee position that has been filled by any person or persons for at least 180 days in a calendar year shall be considered a permanent full-time or part-time employee of the state.

Illinois

▶ IL HB 1474

Provides that an administrative law judge must be a full time or part-time employee of the office.

Massachusetts

▶ MA SB 2033

Authorizes part-time employment at Quincy College by city councilors of the city of Quincy Public Service



Part-Time Bills Related to Taxes:

Hawaii

▶ HI HB 95

Grants tax credit to small businesses, defined as businesses employing less than 100 full-time or part-time workers.

▶ HI HB 534

For purposes of a small business export tax exemption, defines "small business" as a for-profit enterprise with fewer than twenty full-time or part-time employees receiving gross income of not more than 500,000 in any taxable year.

Indiana

▶ IN HB 1005

Establishes a life long learning tax credit program for employees, including those working part-time.

Louisiana

▶ LA SB 57

Requires employers, defined as a business establishment that has 20 or more full time or part-time employees, to inform new employees of the federal Earned Income Tax Credit and the Advance Earned Income Credit at the time of hire.

Missouri

▶ MO SB 459

Creates a tax deduction for small businesses and farmers that provide health insurance for employees, including part-time employees.

New York

▶ NY SB 1732

Provides a taxpayer credit of \$750 for wages paid for part-time employment.

Tennessee

▶ TN SB 985

Provides a job tax credit for each new full-time and part-time employer job for a person with disabilities who is receiving state services directly related to such disabilities shall be allowed against a taxpayer's franchise and excise liability tax under certain conditions.

Vermont

▶ VT HB 102

Establishes a health insurance tax credit to enable small businesses to offer health insurance to their employees, including those working part-time.



Part-Time Bills Related to Teacher Retirement:

Alaska

▀ AK SB 141

Creates defined contribution and health reimbursement plans for members of the teachers' retirement system and the public employees' retirement system, including part-time employees.

Connecticut

▀ CT HB 6929

Allows a member of the teachers' retirement system who works part-time or more to purchase up to one year of full-time credit for such part-time service.



Part-Time Bills Related to Unemployment:

Massachusetts

▀ MA SB 1118

Promotes fairness in unemployment insurance for workers seeking part-time work.

▀ MA HB 3794

Provides that no individual who is otherwise eligible for unemployment insurance benefits shall be considered ineligible solely because the individual seeks part-time work.

Maine

▀ ME HB 233

Removes the sunset on the expansion of unemployment benefit eligibility to workers who have a primary history of part-time work, who are laid off and are only able and available for comparable part-time work.

New Hampshire

▀ NH HB 170

Allows unemployment payments to laid-off part-timers.

New York

▀ NY AB 3409

Provides unemployment insurance benefits to part-time employee claimants who earn an annual salary or remuneration equal to or less than \$15,000.

Texas

▀ TX HB 481

Relates to eligibility for unemployment benefits of persons with permanent disabilities who have been discharged from partial employment.



Other Bills Related to Part-Time Employment:

California

- ▶ CA AB 1143
Dentistry
Authorizes a special permit to be granted to practice dentistry where the employment is full time or part-time with a dental college.

- ▶ CA AB 523
Private postsecondary institutions
Requires that a private postsecondary institution, in determining the placement rate of an institution for a particular time period, count a student who drops out of the program after completing at least 75% of the program because the student has obtained part-time employment.

- ▶ CO HB 1022
Economic development incentive
Requires recipients of economic development incentives to file an annual report that states the number of new jobs, categorized by full and part-time, that the person or entity proposed to create before receiving the grant or loan.

Colorado

- ▶ CO HB 5108
Employment protections
Extends protections for housing authority employees to part-time employees while they are acting in the discharge of their duties.

Connecticut

- ▶ CT SB 846
Layoffs
Requires that the Secretary of the Office of Policy and Management submit to the General Assembly a written impact statement concerning the effect of any major layoff or dismissal of state employees, including those working part-time.

- ▶ CT SB 1142
Marine dealer registration numbers
Provides that any marine dealer may operate, or cause to be operated by a bona fide full-time employee, a vessel with a marine dealer's registration number when used by a part-time employee of the dealer only in connection with the business of the marine dealer.

- ▶ CT HB 5908
State assistance to businesses
Provides that certain public agencies cannot award state assistance to businesses unless the recipient offers compensation and benefits to part-time employees that are comparable to that offered to full-time employees performing comparable work, prorated as to the amount of time worked.

Georgia

GA SB 354

Board of elections

Create a county board of elections and registration authorized to employ full-time and part-time employees.

Hawaii

HI HCR 13

Family friendly work policies

Urges employers to implement flexible benefit plans and other family-friendly policies for public and private sector employees, including part-time employment.

HI HB 1449

Workers compensation

Alters the workers' compensation formula for computing average weekly wages by clarifying that any injured airline employee who is a pilot or flight attendant, whether full time or part-time, shall be entitled to workers' compensation benefits based on an average of actual hours worked during the previous 52-week period or portion thereof.

Idaho

ID HB 273

Employment reports

Create an annual reporting process to the Department of Commerce and Labor that includes information on the number and type of jobs created, including part-time jobs, as well as health care and other benefits offered.

Indiana

IN SB 104

Land zoning

For land zoning purposes, provides that a business operation is a site specific economic activity, or any activity involving full and part-time employees.

Iowa

IA HB 265

County supervisors

Allows full time or part-time status of county supervisors to be decided by the electorate.

Massachusetts

MA SB 1130

Paid sick leave

Provides that part-time employees are entitled to a pro rata number of days of paid leave.

MA SB 1096

Payment discrimination

Provides that no employer shall discriminate in any way in the payment of wages as between full-time and part-time employees whether or not such employees are employed in permanent or contingent jobs

- ▶ MA HB 2521
Job creation incentives
Relates to job creation incentives, including part-time employment, under administrative tax laws.

Minnesota

- ▶ MN HB 1326
Loan forgiveness
Establishes a loan forgiveness program account and program for teachers, including those working part-time.

New Jersey

- ▶ NJ AB 3239
Business rebate
Provides that a retail operator that hires part-time employees from the ranks of the unemployed or public assistance recipients to work at that location is allowed a rebate of that employer's unemployment insurance payments.

New Mexico

- ▶ NM HJM 73
Employee study
Resolves to study the part-time and full-time faculty and staff ratios at colleges and universities.

New York

- ▶ NY AB 3234
Industrial development agencies
Provides that prior to providing financial assistance, industrial development agencies may include separate goals for the number of part-time jobs created by the person receiving the development assistance.
- ▶ NY AB 6558
Deferred compensation
Establishes the deferred compensation management incentive board, and sets a pro-rated maximum contribution limit for part-time employees.
- ▶ NY SB 733
Residency requirement
Provides that any town with less than 20,000 residents may appoint a person, who is not an elector of such town, to any part-time position, provided that the person performing the functions of a part-time employee in any other town shall be an elector of such town.
- ▶ NY SB 5932
Stem Cell Board
Provides for the appointment of the New York State Stem Cell Board, who may be part-time employees.
- ▶ NY AB 2041
Teleworking

Creates a demonstration program and task force on teleworking, and defines a "remote work center" as a workspace typically close to employees' homes used part-time by remote workers in full-time or part-time employment.

▀ NY AB 2115

Work reduction

In the event of a sale of their business, requires employers who employ 100 employees, including part-time employees, to provide notice to their employees of any work reduction.

▀ NY AB 8587

Transparency of financial incentives

Provides that a business entity which receives financial benefits from the State Urban Development Corporation or Economic Development Corporation submit an annual accountability report that includes the number of its part-time employees.

▀ NY AB 7365

Nuclear whistleblowers

Grants whistle-blower protection for part-time employees at nuclear power plants.

The Network has additional resources related to this topic.

1. The Network has a Topic Page on part-time work. To view:

- a) go back to our home page www.bc.edu/wfnetwork/
- b) click on the appropriate user group (**Research/Teaching, Workplace Practice, or State Policy**)
- c) and choose 'Part-time work' from the Topics List

2. Our database of academic literature contains the citations and annotations of literature related to the issue of Part-time work. You can connect to this database at:

http://library.bc.edu/F?func=find-b-O&local_base=BCL_WF