

H.315

An act relating to group health coverage for same-sex spouses

It is hereby enacted by the General Assembly of the State of Vermont:

Sec. 1. 8 V.S.A. § 4063b is added to read:

§ 4063b. COVERAGE FOR EMPLOYEES OF AN EMPLOYER

DOMICILED OUTSIDE OF VERMONT

(a) As used in this section:

(1) “Health insurance” shall have the same meaning as “group health insurance policy or subscriber contract” in section 4091a of this title.

(2) “Marriage” shall have the same meaning as in 15 V.S.A. § 8.

(3) “Party to a civil union” shall have the same meaning as in 15 V.S.A.

§ 1201.

(b) To the extent permitted under federal law, health insurance coverage provided to Vermont residents who work for an employer domiciled outside of Vermont shall not distinguish between parties to a civil union, married same-sex couples, and married opposite-sex couples.

Sec. 2. 21 V.S.A. § 495 is amended to read:

§ 495. UNLAWFUL EMPLOYMENT PRACTICE

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(f) ~~The provisions of this section prohibiting discrimination on the basis of sexual orientation or gender identity shall not be construed to change the definition of family or dependent in an employee benefit plan. [Repealed.]~~

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Sec. 3. EFFECTIVE DATE

This act shall take effect on July 1, 2013.