

106TH CONGRESS
1ST SESSION

H. R. 1013

To require that employers offering benefits to associates of its employees who are not spouses or dependents of the employees not discriminate on the basis of the nature of the relationship between the employee and the designated associates.

IN THE HOUSE OF REPRESENTATIVES

MARCH 4, 1999

Mr. PETRI introduced the following bill; which was referred to the Committee on Education and the Workforce

A BILL

To require that employers offering benefits to associates of its employees who are not spouses or dependents of the employees not discriminate on the basis of the nature of the relationship between the employee and the designated associates.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Nondiscrimination in
5 Employee Benefits Act of 1999”.

1 **SEC. 2. NONDISCRIMINATION IN EMPLOYEE BENEFITS.**

2 Section 510 of the Employee Retirement Income Se-
3 curity Act of 1974 is amended by inserting before the last
4 sentence the following: “In a case in which an employer
5 elects to offer benefits to associates of its employees who
6 are not spouses or dependents of the employees, the em-
7 ployer shall offer such benefits on a non discriminatory
8 basis without regard to the nature of the relationship be-
9 tween the employee and the designated associate.”.

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