

## STATEMENT OF PURPOSE

RS33274 / H0645

This legislation seeks to modernize Idaho's labor market by establishing a framework for Voluntary Portable Benefits. Under current Idaho law, many independent contractors and self-employed individuals—representing a growing segment of the state's workforce—face significant barriers to accessing traditional benefits like health insurance and retirement savings because such offerings are typically tied to traditional employer-employee relationships. This bill provides a "safe harbor" to ensure that voluntary benefit contributions do not trigger worker reclassification, thereby allowing benefits to remain portable and tied to the worker rather than a single employer.

## FISCAL NOTE

This legislation is expected to have no direct impact on the General Fund or local government revenues. The program is entirely voluntary for both hiring entities and independent workers, requiring no state-funded subsidies or administrative mandates.

### Contact:

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**DISCLAIMER:** This statement of purpose and fiscal note are a mere attachment to this bill and prepared by a proponent of the bill. It is neither intended as an expression of legislative intent nor intended for any use outside of the legislative process, including judicial review (Joint Rule 18).