

## HR 3669

Employer-Owned Life Insurance Limitation Act

**Congress:** 111 (2009–2011, Ended)

**Chamber:** House

**Policy Area:** Labor and Employment

**Introduced:** Sep 29, 2009

**Current Status:** Referred to the Subcommittee on Health, Employment, Labor, and Pensions.

**Latest Action:** Referred to the Subcommittee on Health, Employment, Labor, and Pensions. (Nov 16, 2009)

**Official Text:** <https://www.congress.gov/bill/111th-congress/house-bill/3669>

### Sponsor

**Name:** Rep. Gutierrez, Luis V. [D-IL-4]

**Party:** Democratic • **State:** IL • **Chamber:** House

### Cosponsors (6 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Kaptur, Marcy [D-OH-9]	D · OH		Oct 8, 2009
Rep. Miller, George [D-CA-7]	D · CA		Oct 8, 2009
Rep. Filner, Bob [D-CA-51]	D · CA		Oct 15, 2009
Rep. Hare, Phil [D-IL-17]	D · IL		Oct 21, 2009
Rep. Grijalva, Raúl M. [D-AZ-7]	D · AZ		Oct 23, 2009
Rep. Courtney, Joe [D-CT-2]	D · CT		Dec 3, 2009

### Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred to	Nov 16, 2009

### Subjects & Policy Tags

#### Policy Area:

Labor and Employment

### Related Bills

*No related bills are listed.*

Employer-Owned Life Insurance Limitation Act - Makes it unlawful for any employer to carry an employer-owned life insurance policy on any employee whose salary is less than \$1 million per year.

Makes it also unlawful for any employer to carry an employer-owned life insurance policy not prohibited by this Act for an employee (earning \$1 million or more per year) more than 30 days after that employee terminates employment with the employer.

Requires an employer to notify an employee who is the subject of a non-prohibited employer-owned life insurance policy within 30 days after purchasing it.

Authorizes any employee who is the subject of a prohibited employer-owned life insurance policy (or the employee's spouse or next of kin if the employee is deceased) to commence a civil action in an appropriate U.S. district court to: (1) enjoin the employer from carrying such a policy; and (2) obtain specified damages.

Directs the Comptroller General to study and report to Congress on the incidence of employers carrying employer-owned life insurance policies on their employees, and related matters.

Prescribes criminal penalties for violation of this Act.

### **Actions Timeline**

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- **Nov 16, 2009:** Referred to the Subcommittee on Health, Employment, Labor, and Pensions.
- **Sep 30, 2009:** Sponsor introductory remarks on measure. (CR H10073)
- **Sep 29, 2009:** Introduced in House
- **Sep 29, 2009:** Sponsor introductory remarks on measure. (CR E2396)
- **Sep 29, 2009:** Referred to the House Committee on Education and Labor.