

HR 2578

Employee Benefits Protection Act of 2017

Congress: 115 (2017–2019, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: May 19, 2017

Current Status: Referred to the House Committee on Education and the Workforce.

Latest Action: Referred to the House Committee on Education and the Workforce. (May 19, 2017)

Official Text: <https://www.congress.gov/bill/115th-congress/house-bill/2578>

Sponsor

Name: Rep. Slaughter, Louise McIntosh [D-NY-25]

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

Cosponsors (8 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Jones, Walter B., Jr. [R-NC-3]	R · NC		May 19, 2017
Rep. Kaptur, Marcy [D-OH-9]	D · OH		Jun 6, 2017
Rep. McGovern, James P. [D-MA-2]	D · MA		Jun 6, 2017
Rep. Pingree, Chellie [D-ME-1]	D · ME		Jun 20, 2017
Rep. Ryan, Tim [D-OH-13]	D · OH		Jun 20, 2017
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Jun 22, 2017
Rep. Chu, Judy [D-CA-27]	D · CA		Jun 22, 2017
Rep. Meng, Grace [D-NY-6]	D · NY		Jul 14, 2017

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	May 19, 2017

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

No related bills are listed.

Employee Benefits Protection Act of 2017

This bill amends the Employee Retirement Income Security Act of 1974 (ERISA) to require the mandatory summary description of a group health plan to specify: (1) whether the plan permits either the plan sponsor or any participating employer to unilaterally modify or terminate plan benefits affecting employees, retirees, and beneficiaries; and (2) when and to what extent plan benefits are fully vested with respect to these individuals.

In law suits involving group health plan benefits, a presumption is established that as of the date an employee retires or completes 20 years of service with the employer, retiree health benefits are fully vested and cannot be modified or terminated. This presumption may be overcome only upon a showing that the employee, before becoming a plan participant, was made aware that the plan allowed for a modification or termination of benefits.

The bill amends the National Labor Relations Act to make it an unfair labor practice for a labor organization and any employer to enter into an agreement to modify a previous agreement in a manner that results in a reduction or termination of retiree health insurance benefits, if the modification occurs after the retiree's retirement date.

Actions Timeline

- **May 19, 2017:** Introduced in House
- **May 19, 2017:** Referred to the House Committee on Education and the Workforce.

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