

**PROFESSIONAL EMPLOYER ORGANIZATION
LICENSING ACT AMENDMENTS**

2002 GENERAL SESSION

STATE OF UTAH

Sponsor: Greg J. Curtis

This act modifies the Professional Employer Organization Licensing Act to make conforming and technical amendments. This act has an immediate effective date.

This act affects sections of Utah Code Annotated 1953 as follows:

AMENDS:

58-59-102, as last amended by Chapter 199, Laws of Utah 1999

58-59-302, as last amended by Chapter 199, Laws of Utah 1999

58-59-303, as last amended by Chapter 1, Laws of Utah 2000

58-59-308, as last amended by Chapter 199, Laws of Utah 1999

58-59-401, as last amended by Chapters 12 and 247, Laws of Utah 1994

58-59-402, as last amended by Chapter 199, Laws of Utah 1999

58-59-501, as last amended by Chapter 199, Laws of Utah 1999

58-59-502, as last amended by Chapter 199, Laws of Utah 1999

ENACTS:

58-59-309, Utah Code Annotated 1953

58-59-310, Utah Code Annotated 1953

REPEALS AND REENACTS:

58-59-306, as last amended by Chapter 199, Laws of Utah 1999

Be it enacted by the Legislature of the state of Utah:

Section 1. Section **58-59-102** is amended to read:

58-59-102. Definitions.

In addition to the definitions in Section 58-1-102, as used in this chapter:

(1) "Adjusted net worth" means stockholder's equity determined in accordance with



28 generally accepted accounting principles, increased by the amount of obligations subordinated to
29 claims of general creditors with a remaining term to maturity in excess of three years, and
30 mandatory redeemable preferred stock with a remaining term to redemption in excess of three
31 years.

32 (2) "Board" means the Professional Employer Organization Board created in Section
33 58-59-201.

34 (3) "Change in life count" means the percentage change in the number of lives on a health
35 plan from the beginning to the end of the run-out period.

36 [~~(3)~~] (4) "Client" or "client company" means a person or entity that leases any or all of its
37 regular employees from a professional employer organization.

38 (5) "Coemployee" means a person who is an employee of a professional employer
39 organization and of a client company.

40 [~~(4)~~] (6) "Employment agreement" means the written agreement between a professional
41 employer organization and each of its employees who are employed for the purpose of being
42 [~~leased as regular employees~~] coemployees to client companies.

43 [~~(5)~~] (7) "Engage in practice as a professional employer organization" means to hold
44 oneself out as a professional employer organization, to [~~lease~~] coemploy an employee [~~to~~] with
45 another person, or to receive any consideration for providing [~~employee leasing~~] professional
46 employer services or to expect payment of any consideration for providing [~~employee leasing~~]
47 professional employer services.

48 [(6) (a) "Financial responsibility" means a demonstration of a current and expected future
49 condition of financial solvency evidencing a reasonable expectation to the board that an applicant
50 or licensee can successfully engage in business as a professional employer organization without
51 jeopardizing:]

52 [(i) the interests of the employees of the professional employer organization who are leased
53 to a client company;]

54 [(ii) the interests of the client company; and]

55 [(iii) the interests of the public.]

56 [(b) Financial responsibility may be determined by an evaluation of the total history
57 concerning the licensee or applicant for licensure, including past, present, and expected condition
58 and record of financial solvency and business conduct.]

59 (8) "Medical trend" means the medical component of the most current Consumer Price
60 Index (CPI).

61 ~~[(7) "Lease]~~ (9) "Professional employer agreement" means the written agreement between
62 a professional employer organization and a client company in accordance with which the
63 professional employer organization ~~[leases employees to the client company and the client~~
64 ~~company leases individuals from the professional employer organization]~~ establishes the basis for
65 a coemployment relationship with the client company's employees.

66 ~~[(8)]~~ (10) (a) "Professional employer organization[;]" ~~["employee leasing company," or~~
67 ~~"leasing company"]~~ or "PEO" means ~~[a person]~~ an organization who by contract~~[-or otherwise;]~~
68 agrees to employ a majority of a client's workforce where employer responsibilities for those
69 employees are in fact allocated between or shared by the professional employer organization and
70 the client.

71 (b) The employer responsibilities are considered to be allocated between or shared by the
72 professional employer organization and the client whenever the agreement between the client and
73 the professional employer organization expressly provides for such allocation or sharing or
74 whenever a factual analysis of the client's business reveals such allocation or sharing.

75 (c) The term "professional employer organization arrangement" shall be liberally construed
76 so as to include any and all arrangements meeting the criteria for professional employer
77 organizations regardless of the term used.

78 (d) The following arrangements are not professional employer organization arrangements
79 for purposes of this chapter:

80 (i) arrangements wherein a person, whose principal business activity is not entering into
81 professional employer organization arrangements, shares employees with a commonly owned
82 company within the meaning of Sections 414(b) and (c) of the Internal Revenue Code of 1986, as
83 amended, and which does not hold itself out as a professional employer organization;

84 (ii) arrangements by which a person assumes responsibility for the product produced or
85 service performed by that person or his agents and retains and exercises primary direction and
86 control over the work performed by the individuals whose services are supplied under the
87 arrangements;

88 (iii) a temporary help arrangement, whereby an organization hires its own employees and
89 assigns them to a client to support or supplement the client's workforce in special work situations

90 such as employee absences, temporary skill shortages, seasonal workloads, and special
91 assignments and projects; provided, however, that the temporary help arrangement excludes
92 arrangements where the majority of the client's work force has been assigned by a temporary help
93 organization for a period of more than 12 consecutive months; and

94 (iv) any person otherwise subject to licensure under this chapter if, during any fiscal year
95 of the person, the total gross wages paid to employees employed by the person in this state during
96 such period under one or more professional employer organization arrangements do not exceed
97 5% of the total gross wages paid to all employees employed by the person during the same period,
98 and provided further, that the person does not advertise or hold itself out to the public as providing
99 arrangements denominated as "professional employer" or "employee leasing" in this state.

100 ~~[(9) "Regular employee" means an individual who is an employee of a professional~~
101 ~~employer organization for the purpose of being placed by the professional employer organization~~
102 ~~as a regular full-time or regular part-time employee of a client company.]~~

103 ~~[(10)]~~ (11) "Represent oneself as a professional employer organization" means to hold
104 oneself out by any means as a professional employer organization.

105 (12) "Run-out" means claims paid during the six-month period ending two months prior
106 to the renewal date for dates of service prior to that same six-month period, less amounts to be
107 reimbursed by a reinsurance carrier or any other source.

108 ~~[(11)]~~ (13) "Temporary employee," as may be further defined by rule, means an individual
109 who is an employee of, registered for temporary assignment by, or otherwise associated with a
110 temporary help company that engages in the assignment of individuals as temporary full-time or
111 part-time personnel to fill assignments with a finite ending date to another independent entity.

112 ~~[(12)]~~ (14) "Temporary help company," as may be further defined by rule, means a person
113 or entity that provides temporary employees to fill assignments with a finite ending date to another
114 independent entity in special, unusual, seasonal, or temporary skill shortage situations.

115 ~~[(13)]~~ (15) "Total adjusted liabilities" means total liabilities as stated in an audited
116 financial statement less obligations subordinated to claims of general creditors with a remaining
117 term to maturity in excess of three years.

118 ~~[(14)]~~ (16) "Unlawful conduct" is as defined in Sections 58-1-501 and 58-59-501.

119 ~~[(15)]~~ (17) "Unprofessional conduct" is as defined in Sections 58-1-501 and 58-59-502.

120 Section 2. Section **58-59-302** is amended to read:

121 **58-59-302. Qualifications for licensure.**

122 Each applicant for licensure as a professional employer organization shall:

123 (1) submit an application in a form prescribed by the division;

124 (2) pay a fee as determined by the department under Section 63-38-3.2;

125 (3) provide documentation that the applicant is properly registered with:

126 (a) the Division of Corporations and Commercial Code;

127 (b) ~~[the Division of Workforce Information and Payment Services in]~~ the Department of

128 Workforce Services, for the purposes of Title 35A, Chapter 4, Employment Security Act;

129 (c) the State Tax Commission; and130 (d) the Internal Revenue Service; ~~[and]~~131 ~~[(e) any other agency identified by rule that is determined by the division and the board~~132 ~~as necessary for a person engaged in practice as a professional employer organization;]~~133 ~~[(4) provide documentation satisfactory to the division and the board that employees leased~~134 ~~by the professional employer organization to any client company are covered by workers'~~135 ~~compensation insurance pursuant to Section 34A-2-103;]~~136 ~~[(5) provide evidence to the division and the board of financial responsibility, as this~~137 ~~evidence is prescribed by rule;]~~138 ~~[(6)]~~ (4) submit to the division a certified audit performed by an independent certified

139 public accountant showing at least an adjusted net worth of \$50,000 or 5% of total adjusted

140 liabilities, whichever is greater;

141 ~~[(7) provide evidence satisfactory to the division of the financial responsibility of any~~142 ~~self-funded or partially self-funded insurance plan as defined by rule which meets the following~~143 ~~requirements:]~~144 ~~[(a) the self-funded or partially self-funded plan has purchased adequate excess loss~~145 ~~insurance to prevent material adverse impact on the financial condition of the professional~~146 ~~employer organization;]~~147 ~~[(b) the plan uses a third-party administrator licensed by the state in which the third-party~~148 ~~administrator is domiciled;]~~149 ~~[(c) the self-funded nature of the self-funded or partially self-funded plan is disclosed to~~150 ~~each eligible employee; and]~~151 ~~[(d) all self-funded or partially self-funded plan assets, including participant contributions;~~

152 are held in a trust account;]

153 ~~[(8) provide;]~~ (5) for [a] the purpose of having criminal background [check by] checks,
154 provide to the division, the [name] names of:

155 (a) ~~[any person]~~ all individuals who [has] have control of or a controlling interest in, as
156 defined in Section 16-10a-102, the professional employer organization;

157 (b) ~~[any officer or director]~~ all officers and directors of the professional employer
158 organization; and

159 (c) ~~[any responsible manager of the professional employer organization or other person~~
160 ~~if the manager or person has]~~ all other individuals who have signatory authority over fiduciary
161 funds[;] held by the professional employer organization; and

162 ~~[(9)]~~ (6) provide evidence ~~[satisfactory to the division]~~ that the responsible managers of
163 the professional employer organization have education and experience in the conduct of business
164 that demonstrate a reasonable expectation that the professional employer organization will be
165 managed with the skill and expertise necessary to protect the interests of its employees, client
166 companies, and the public[; and].

167 ~~[(10) provide evidence that the applicant is of good moral character.]~~

168 Section 3. Section **58-59-303** is amended to read:

169 **58-59-303. Term of license -- Expiration -- Renewal.**

170 (1) The division shall issue each license under this chapter in accordance with a one-year
171 renewal cycle established by rule. The division may by rule extend or shorten a renewal period
172 by as much as six months to stagger the renewal cycles it administers.

173 (2) At the time of renewal the licensee shall show satisfactory documentation [in
174 ~~accordance with Section 58-59-306 of each of the following renewal requirements:]~~ of compliance
175 with Subsections 58-59-302(3) and (4) and Sections 58-59-306 and 58-59-310.

176 ~~[(a) current evidence of financial responsibility; and]~~

177 ~~[(b) current evidence of financial responsibility in all self-funded insurance programs.]~~

178 (3) Each license automatically expires on the expiration date shown on the license unless
179 renewed by the licensee in accordance with Section 58-1-308.

180 Section 4. Section **58-59-306** is repealed and reenacted to read:

181 **58-59-306. Financial filing requirements.**

182 (1) A professional employer organization shall submit to the division:

183 (a) on a quarterly basis, a statement from an independent certified public accountant, that
184 all federal, state, and local withholding taxes, unemployment taxes, FICA taxes, workers'
185 compensation premiums, and employee benefit plan premiums have been paid; and

186 (b) on an annual basis, audited financial statements prepared by an independent certified
187 public accountant, in accordance with generally accepted accounting practices, that include a
188 review of the payment of all federal, state, and local withholding taxes, unemployment taxes, FICA
189 taxes, workers' compensation premiums, and employee benefit plan premiums.

190 (2) The audited financial statements required by Subsection (1) shall be adequate for the
191 state and its political subdivisions as long as:

192 (a) there are no qualifications given in the opinion that the CPA considers material enough
193 to question the stability of the PEO as a going concern; and

194 (b) the PEO complies with Subsection 58-59-302(5).

195 Section 5. Section **58-59-308** is amended to read:

196 **58-59-308. No guarantee.**

197 By licensing and regulating professional employer organizations under this chapter, the
198 state:

199 (1) does not guarantee any right, claim, or defense of any professional employer
200 organization, client company, [~~regular employee~~] coemployee, or other person;

201 (2) does not guarantee the financial responsibility or solvency of any professional
202 employer organization; and

203 (3) does not waive any right, claim, or defense of immunity that it may have under Title
204 63, Chapter 30, Utah Governmental Immunity Act, or other law.

205 Section 6. Section **58-59-309** is enacted to read:

206 **58-59-309. State licensing provisions not exempted.**

207 (1) Nothing in this chapter exempts a client of a PEO, nor a coemployee, from any state,
208 local, or federal license or registration requirement.

209 (2) Any individual who must be licensed, registered, or certified according to law and who
210 is a coemployee of a PEO and a client is considered an employee of the client for purposes of that
211 license, registration, or certification.

212 (3) A PEO does not engage in an occupation, trade, or profession that is licensed, certified,
213 or otherwise regulated by a governmental entity solely by entering into a professional employer

214 arrangement with a client company or a coemployee.

215 Section 7. Section **58-59-310** is repealed and reenacted to read:

216 **58-59-310. Health benefit plans.**

217 If a PEO offers any self-funded or partially self-funded health benefit plan, the PEO shall:

218 (1) use a third-party administrator licensed by the state in which the third-party
219 administrator is domiciled, if licensure is required by the state;

220 (2) hold all self-funded or partially self-funded plan assets, including participant
221 contributions, in a trust account;

222 (3) provide to the division a list of the trustees of the plan; and

223 (4) provide to the division a statement from the PEO's third-party administrator that:

224 (a) the plan maintains stop loss insurance that:

225 (i) has an aggregate stop loss provision; and

226 (ii) has a specific attachment point on an individual person in an amount determined by
227 rule; and

228 (b) the plan has at least 50% of its statutory liability held in the plan trust within two
229 months of the license renewal date where the plan's statutory liability is calculated as the run-out
230 multiplied by the change in life count multiplied by the medical trend.

231 Section 8. Section **58-59-401** is amended to read:

232 **58-59-401. Grounds for denial of license and disciplinary proceedings.**

233 (1) If at time of renewal, a PEO fails to comply with the requirements of licensure for any
234 reason, the division may put the PEO on probation until such time as the PEO comes into
235 compliance with the licensure requirements or 90 days from the license renewal date, whichever
236 comes first. If the PEO fails to cure any default within 90 days of the license renewal date, the
237 division may refuse to renew the license of a licensee.

238 (2) The division may refuse to issue a license to an applicant, [~~refuse to renew the license~~
239 of a licensee,] revoke, suspend, restrict, or place on probation the license of a licensee, issue a
240 public or private reprimand to a licensee, and issue cease and desist orders in accordance with
241 Section 58-1-401.

242 Section 9. Section **58-59-402** is amended to read:

243 **58-59-402. Court intervention.**

244 If a professional employer organization is operating without a license [~~or the financial~~

245 condition of a licensee is impaired to the extent of posing a significant threat to the public], the
 246 division may file a complaint in district court asking for[~~:-~~] injunctive relief or any other remedy
 247 considered appropriate by the court.

248 [~~(1) injunctive relief;~~]

249 [~~(2) the appointment of a receiver;~~]

250 [~~(3) the sale of the company to a third party;~~]

251 [~~(4) the liquidation of the company; and~~]

252 [~~(5) any other appropriate remedy.~~]

253 Section 10. Section ~~58-59-501~~ is amended to read:

254 **58-59-501. Unlawful conduct.**

255 Unlawful conduct includes:

256 (1) engaging in practice as a professional employer organization without a license;

257 (2) offering an employee a self-funded medical program, unless:

258 (a) the program provides its benefits under an employee benefit plan that complies with

259 29 U.S.C. Sec. 1143 et seq.; and

260 (b) the program is maintained for the sole benefit of [~~eligible plan participants~~]

261 participating coemployees;

262 (3) misrepresenting that any self-funded medical program it offers is other than
 263 self-funded;

264 (4) offering to its employees any self-funded or partially self-funded medical plan without
 265 delivering to each plan participant a summary plan description that accurately describes terms of
 266 the plan, including disclosure that the plan is self-funded or partially self-funded;

267 (5) providing [~~leased employees~~] coemployees to any client company under any provision,
 268 term, or condition that is not contained in a clearly written agreement between the professional
 269 employer organization and client company;

270 (6) any willful, fraudulent, or deceitful act by a licensee, caused by a licensee, or at a
 271 licensee's direction, that causes material injury to a client company or [~~employee leased to~~]
 272 coemployee of a client company;

273 (7) failing to maintain or ensure that client companies maintain in full force and effect
 274 required workers' compensation insurance on all [~~leased employees~~] coemployees in accordance
 275 with Utah law pursuant to Section 34A-2-103;

276 (8) failing to pay in a timely manner any federal or state income tax withholding, FICA,
277 unemployment tax, employee insurance benefit premium, workers' compensation premium, or
278 other obligation due and payable directly as a result of engaging in business as ~~[an employee~~
279 ~~leasing company]~~ a professional employer organization; and

280 (9) failing to comply with federal law regarding any employee benefit offered to an
281 employee.

282 Section 11. Section **58-59-502** is amended to read:

283 **58-59-502. Unprofessional conduct.**

284 Unprofessional conduct includes:

285 ~~[(1) failing to establish, maintain, or demonstrate financial responsibility and management~~
286 ~~competence while licensed as a professional employer organization;]~~

287 ~~[(2) failing to maintain proper registration with any agency for which registration is~~
288 ~~required as a condition of licensure under this chapter;]~~

289 ~~[(3)]~~ (1) failing to maintain current lease agreements and employment agreements in
290 appropriate form and content as required under this chapter;

291 ~~[(4)]~~ (2) failing to inform the division of a change in ownership, in the address of its
292 owners or officers, or in its principal business address or change in any responsible manager of the
293 professional employer organization who has signatory authority over company funds within ten
294 days after the change;

295 ~~[(5) failing to maintain and make available, upon request, to the division and the licensee's~~
296 ~~workers' compensation insurance carrier:]~~

297 ~~[(a) the name and federal identification number of each client company;]~~

298 ~~[(b) the number and, if good cause is shown, the names of all covered employees provided~~
299 ~~to each client company; and]~~

300 ~~[(c) the total eligible wages and workers' compensation premiums due to the carrier for the~~
301 ~~employees provided to each client company;]~~

302 ~~[(6) failing within 30 days to notify the division and the licensee's workers' compensation~~
303 ~~insurance carrier of the initiation or termination of a relationship with a client company;]~~

304 ~~[(7)]~~ (3) failing within ten days to notify the division of the failure to pay when due an
305 amount exceeding \$5,000 of any of the following obligations: any federal or state income tax,
306 withholding tax, FICA, unemployment tax, employee insurance benefit premium, or worker

307 compensation premium; and

308 ~~[(8)]~~ (4) any of the following events unless the licensee first obtains written approval from
309 the division for that event:

310 (a) the sale or transfer of a majority of the ~~[employee leasing contracts]~~ professional
311 employer contracts of the licensee;

312 (b) the sale or transfer of a majority of the physical assets of the licensee;

313 (c) the sale or transfer of more than 25% of the ownership interest of a licensee by any
314 means including the sale, transfer, or issuance of a member interest in a limited liability company,
315 the sale, transfer, or issuance of a member interest in a partnership, the sale, transfer, or issuance
316 of a ownership interest in a licensee in any other manner other than the sale or transfer of publicly
317 traded shares of a corporation affected through a public exchange or market; and

318 (d) entering into one or more contracts, other than ~~[employee lease]~~ professional employer
319 agreements with ~~[employee leasing]~~ clients, which commits the licensee to make future payments
320 to any person or persons in amounts which in total exceed the equity of the business for payment
321 of service provided to or for the licensee.

322 Section 12. **Effective date.**

323 If approved by two-thirds of all the members elected to each house, this act takes effect
324 upon approval by the governor, or the day following the constitutional time limit of Utah
325 Constitution Article VII, Section 8, without the governor's signature, or in the case of a veto, the
326 date of veto override.

Legislative Review Note

as of 1-24-02 9:45 AM

A limited legal review of this legislation raises no obvious constitutional or statutory concerns.

Office of Legislative Research and General Counsel