



# HOUSE BILL 156: Increase Access for Small Employers/Insurance.

2025-2026 General Assembly

|                       |                                                    |                     |                |
|-----------------------|----------------------------------------------------|---------------------|----------------|
| <b>Committee:</b>     | House Rules, Calendar, and Operations of the House | <b>Date:</b>        | April 29, 2025 |
| <b>Introduced by:</b> | Reps. Paré, White, Humphrey, Tyson                 | <b>Prepared by:</b> | Jessica Boney* |
| <b>Analysis of:</b>   | First Edition                                      |                     | Staff Attorney |

**OVERVIEW:** *House Bill 156 would increase small employer access to stop loss, catastrophic, and reinsurance coverage.*

**CURRENT LAW:** Part 5 of Article 50 (General Accident and Health Insurance Regulations) of Chapter 58 (Insurance) is known as the North Carolina Small Employer Group Health Coverage Reform Act (Act). The Act aims "to promote the availability of accident and health insurance coverage to small employers, to prevent abusive rating practices, to require disclosure of rating practices to purchasers, to establish rules for continuity of coverage for employers and covered individuals, and to improve the efficiency and fairness of the small group accident and health insurance marketplace." G.S. 58-50-105.

G.S. 58-50-130(a)(5) prohibits a small employer carrier, insurer, subsidiary of an insurer, or controlled individual of an insurance holding company from providing stop loss, catastrophic, or reinsurance coverage if the coverage (i) applies to small employers who employ fewer than 12 eligible employees and (ii) does not comply with the applicable standards in the Act.

**BILL ANALYSIS:** House Bill 156 would increase small employer access to stop loss, catastrophic, and reinsurance coverage by lowering the number of eligible employees required in G.S. 58-130(a)(5) from fewer than 12 to fewer than five.

**EFFECTIVE DATE:** The bill would become effective October 1, 2025, and would apply to contracts issued, renewed, or amended on or after that date.

\*Karyl Smith, Staff Attorney in the Legislative Analysis Division, substantially contributed to this summary.

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