

114TH CONGRESS  
1ST SESSION

# H. R. 440

To ensure that long-term unemployed individuals are not taken into account for purposes of the employer health care coverage mandate.

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IN THE HOUSE OF REPRESENTATIVES

JANUARY 21, 2015

Mr. BOUSTANY introduced the following bill; which was referred to the Committee on Ways and Means

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## A BILL

To ensure that long-term unemployed individuals are not taken into account for purposes of the employer health care coverage mandate.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Helping Individuals  
5 Regain Employment Act”.

1 **SEC. 2. LONG-TERM UNEMPLOYED INDIVIDUALS NOT**  
2 **TAKEN INTO ACCOUNT FOR EMPLOYER**  
3 **HEALTH CARE COVERAGE MANDATE.**

4 (a) IN GENERAL.—Paragraph (4) of section  
5 4980H(e) of the Internal Revenue Code of 1986 is amend-  
6 ed by adding at the end the following new subparagraph:

7 “(C) EXCEPTION FOR LONG-TERM UNEM-  
8 PLOYED INDIVIDUALS.—

9 “(i) IN GENERAL.—The term ‘full-  
10 time employee’ shall not include any indi-  
11 vidual who is a long-term unemployed indi-  
12 vidual with respect to such employer.

13 “(ii) LONG-TERM UNEMPLOYED INDI-  
14 VIDUAL.—For purposes of this subpara-  
15 graph, the term ‘long-term unemployed in-  
16 dividual’ means, with respect to any em-  
17 ployer, an individual who—

18 “(I) begins employment with  
19 such employer after the date of the  
20 enactment of this subparagraph, and

21 “(II) has been unemployed for 27  
22 weeks or longer, as determined by the  
23 Secretary of Labor, immediately be-  
24 fore the date such employment be-  
25 gins.”.

1       (b) **EFFECTIVE DATE.**—The amendment made by  
2 this section shall apply to months beginning after the date  
3 of enactment of this Act.

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