

Defined terms: "Eligible employee" § 15-1201

"Health benefit plan" § 15-1201

"Premium" § 1-101

"Small employer" § 15-1201

15-1203. SMALL EMPLOYERS.

(A) IN GENERAL.

A SMALL EMPLOYER UNDER THIS SUBTITLE IS A PERSON THAT MEETS THE CRITERIA SPECIFIED IN ANY SUBSECTION OF THIS SECTION.

(B) EMPLOYEE GROUP SIZE CRITERIA.

(1) A PERSON IS CONSIDERED A SMALL EMPLOYER UNDER THIS SUBTITLE IF THE PERSON:

(I) IS AN EMPLOYER THAT ON AT LEAST 50% OF ITS WORKING DAYS DURING THE PRECEDING CALENDAR YEAR, EMPLOYED AT LEAST TWO BUT NOT MORE THAN 50 ELIGIBLE EMPLOYEES, THE MAJORITY OF WHOM ARE EMPLOYED IN THE STATE; AND

(II) IS A PERSON ACTIVELY ENGAGED IN BUSINESS OR IS THE GOVERNING BODY OF:

1. A CHARTER HOME-RULE COUNTY ESTABLISHED UNDER ARTICLE XI-A OF THE MARYLAND CONSTITUTION;

2. A CODE HOME-RULE COUNTY ESTABLISHED UNDER ARTICLE XI-F OF THE MARYLAND CONSTITUTION;

3. A COMMISSION COUNTY ESTABLISHED OR OPERATING UNDER ARTICLE 25 OF THE CODE; OR

4. A MUNICIPAL CORPORATION ESTABLISHED OR OPERATING UNDER ARTICLE XI-E OF THE MARYLAND CONSTITUTION.

(2) NOTWITHSTANDING PARAGRAPH (1)(I) OF THIS SUBSECTION:

(I) A PERSON IS CONSIDERED A SMALL EMPLOYER UNDER THIS SUBTITLE IF THE EMPLOYER DID NOT EXIST DURING THE PRECEDING CALENDAR YEAR BUT ON AT LEAST 50% OF THE WORKING DAYS DURING ITS FIRST YEAR THE EMPLOYER EMPLOYS AT LEAST TWO BUT NOT MORE THAN 50 ELIGIBLE EMPLOYEES AND OTHERWISE SATISFIES THE CONDITIONS OF PARAGRAPH (1)(I) OF THIS SUBSECTION; AND

(II) IF THE FEDERAL EMPLOYEE RETIREMENT INCOME SECURITY ACT (ERISA) IS AMENDED TO EXCLUDE EMPLOYEE GROUPS UNDER A SPECIFIC SIZE, THIS SUBTITLE SHALL APPLY TO ANY EMPLOYEE GROUP SIZE THAT IS EXCLUDED FROM THAT ACT.

(3) IN DETERMINING THE GROUP SIZE SPECIFIED UNDER PARAGRAPH (1)(I) OF THIS SUBSECTION: