

■ **HAWAII PREPAID HEALTH CARE ACT**

TERMS: Farm and plantation operators and all other employers are required to provide health care coverage to each non-seasonal worker who is employed at least 20 hours a week and receives at least \$802 a month in wages. Each such worker is entitled to hospital care, surgical services, doctor visits, lab tests, X-ray services, and maternity benefits. Employers must contribute no less than one-half the total cost of providing prepaid health insurance, and may withhold up to 1.5 percent of each worker's wages to finance the balance.

Currently, the state labor department recognizes only three categories of seasonal agricultural employment, in which workers are not entitled to prepaid health care coverage during their seasonal periods: (1) cultivating, harvesting and processing of coffee, (2) cultivating, harvesting and processing of macadamia nuts, and (3) cultivating, harvesting, processing, canning and warehousing of pineapples.

Seasonal workers and others who are not eligible for coverage are not required to pay contributions to the health care plan.

ENFORCEMENT: *Disability Compensation Division, Department of Labor and Industrial Relations, Honolulu, Hawaii 96813 (808-586-9200).*