# MAINE STATE LEGISLATURE

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## SEVENTY-EIGHTH LEGISLATURE

## SENATE

NO. 193

In Senate, Feb. 15, 1917.

Referred to Committee on Mercantile Affairs and Insurance and five hundred copies ordered printed. Sent down for concurrence,

W. E. LAWRY, Secretary.

Presented by Mr. Holt of Cumberland.

## STATE OF MAINE

## IN THE YEAR OF OUR LORD ONE THOUSAND NINE HUNDRED AND SEVENTEEN

AN ACT relating to Health Insurance.

Be it enacted by the People of the State of Maine, as follows:

HEALTH INSURANCE LAW.

Chapter 1. Short title, definitions and persons insured (Sects. 1–7).

Benefits (Sects. 8–38).

Contributions (Sects. 39-44).

Carriers (Sects. 45–78).

Commission (Sects. 79–100).

General provisions (Sects. 101–106).

#### CHAPTER 1.

SHORT TITLE, DEFINITIONS AND PERSONS INSURED.

- Section I. Short title.
  - 2. Definitions.
- 3. Compulsory insurance.
  - 4. Bailment.
- 5. Persons exempt.
  - 6. Persons who may be exempted.
  - 7. Voluntary insurance.
- Section 1. Short title. This act shall be known as the 2 "health insurance law."
  - Sect. 2. Definitions. When used in this act:
  - "Commission" means the health insurance commission;
  - "Fund" means a local or trade fund, as the case may be;
  - "Society" means an approved society;
- "Hospital" includes sanitorium unless otherwise provided;
  - "Insurance" means health insurance under this act;
- "Disability" means inability to pursue one's usual gainful 2 occupation.
  - "Employer" means a person, partnership, association, cor-
- 2 poration, the legal representatives of a deceased employer,
- 3 or the receiver or trustee of a person, partnership, associa-
- 4 tion or corporation, and the state or a municipal corporation
- 5 or other political division thereof;
  - "Homeworkers" are persons to whom articles or materials
- 2 are given out to be made up, cleaned, altered, ornamented,
- 3 finished, or repaired, or adapted for sale, in the worker's own

4 home, or on premises not under the control of management 5 of the employer;

"Earnings" shall include actual expenditures for or reason-2 able value of board, rent, lodging and similar advantages 3 given employees by the employer and gratuities received in 4 the course of the employment from others than the employer.

Sect. 3. Compulsory insurance. Every employed person 2 engaged in manual labor in the state, and all other employed 3 persons earning one hundred dollars a month or less, unless 4 exempted under section five or section six of this act, shall 5 be insured in a fund or society as provided in this act.

Sect. 4. Bailment. For the purpose of this act, any per-2 son operating a vehicle or vessel for hire, the use of which is 3 obtained under a contract of bailment, in consideration of the 4 payment of a fixed sum or a share in the earnings or other-5 wise, shall be treated as an employed person and the owner 6 of the vehicle or vessel as an employer.

Sect. 5. Persons exempt. The following persons shall be 2 exempt from the provisions of this act:

Employees of the state or of municipalities for whom pro-2 vision in time of sickness is already made through legally 3 authorized means which in the opinion of the commission 4 are satisfactory;

Inmates of charitable or reformatory institutions when em-2 ployed for the purposes of the institution with or without 3 maintenance, if provision for maintenance and medical at-4 tendance during sickness is made; Casual employees not employed for the purpose

Casual employees not employed for the purpose of the em-2 ployer's trade or business;

Members of the family of the employer who are not paid 2 money wages;

Persons employed as agents and paid by a commission or

- 2 fees or a share in the profits, where such person is not mainly
- 3 dependent for his livelihood on his earnings in such or a
- 4 similar employment.

Sect. 6. Persons who may be exempted. The commis-2 sion may exempt:

Homeworkers, who, owing to the irregularity of their work

- 2 or other circumstances connected with their work, cannot for
- 3 administrative reasons be included in the system of insur-
- 4 ance;

Persons employed for periods of not over one week at a 2 temporary employment:

Members of religious societies employed in nursing, educa-2 tional or other activities of public benefit, who receive no 3 money compensation.

Sect. 7. Voluntary Insurance. Subject to the conditions 2 of this act the following persons may insure themselves vol-3 untarily:

Self-employed persons whose earnings do not exceed one 2 hundred dollars a month on an average;

Persons formerly compulsorily insured who, within one

- 2 year from the date on which they cease to be insured, apply
- 3 for voluntary insurance;

Members of the family of the employer who work in his 2 establishment without wages.

#### BENEFITS.

- Section 8. Cases in which benefits paid.
  - 9. Reimbursement of fund.
  - 10. Minimum benefits.
  - 11. Beginning of right.
  - 12. Medical, surgical and nursing attendance.
  - 13. Medical and surgical service.
  - 14. Nursing service.
  - 15. Laboratory facilities and specialists.
  - 16. Medical and surgical supplies.
  - 17. Hospital treatment.
  - 18. Medical officers.
  - 19. Duties of medical officers.
  - 20. Local medical committee.
  - 21. Meetings of the committee.
  - 22. Powers and duties of the committee.
  - 23. Arbitration committee.
  - 24. Sickness benefit to insured.
  - 25. Sickness benefit to dependents.
  - 26. Certificate of disability.
  - 27. Computation of benefits.
  - 28. Periods of payment.

- 29. Maternity benefit.
- 30. Funeral benefit.
- 31. Benefits from other sources.
- 32. Payment of damages from other sources.
- 33. Suspension of benefits.
- 34. Assignments and exemptions.
- 35. Additional benefits.
- 36. Extension of insurance.
- 37. Persons resident abroad.
- 38. Prevention of disease.
- Sect. 8. Cases in which benefits paid. Benefits as provided in this act shall be paid or furnished in cases of sickness or accident, or of death or disability resulting therefrom,
  except cases in which any liability for compensation or other
  benefits is imposed by the workmen's compensation law, or
  in which liability for damages, compensation or other benefits is imposed by any act of Congress.
- Sect. 9. Reimbursement of fund. If benefits in the form 2 of cash are paid to any person by any fund or society under 3 this act in any case in which liability for compensation exists 4 under the workmen's compensation law, such fund or society 5 shall to the extent of such benefits be entitled to reimburse-6 ment out of such compensation, and upon notice to the car-7 rier under the workmen's compensation law the claim for 8 reimbursement shall be a lien upon the compensation. If 9 other benefits are furnished by the fund or society in such a 10 case it shall, to the extent of the actual expense incurred in

II furnishing such benefits, be subrogated to the right of the

12 employee or of the person furnishing such benefits to reim-

13 bursement therefor under the workmen's compensation law.

14 When treatment in such case has been begun by or through

15 a fund or society the care of the case shall not be transferred

16 to the carrier under the workmen's compensation law except

17 upon the request of such carrier.

Sect. 10. Minimum benefits. Every fund or society must 2 provide for its insured members as minimum benefits:

Medical, surgical, dental and nursing attendance and treat-2 ment;

Medicines and medical and surgical supplies;

Sickness benefit to the insured person or the dependent 2 members of his family;

Maternity benefit;

Funeral benefit;

Medical, surgical and nursing attendance, and medicines, 2 and medical and surgical supplies, for dependent members 3 of their families.

Sect. 11. Beginning of right. The right to benefits, with 2 the exception of maternity benefit, begins with the day of 3 membership. The maternity benefit shall be payable to any 4 woman insured against sickness for at least nine months during the twelve months preceding the confinement, to the wife 6 of any man so insured, and, as respects confinement for a 7 child of her husband, to the widow of any man insured for at 8 least nine months during the twelve months preceding his 9 death.

Medical, surgical, dental and nursing attend-2 ance and treatment. All necessary medical, surgical, and 3 nursing attendance and treatment shall be furnished by the 4 fund or society to insured persons and the dependent mem-5 bers of their families, from the first day of sickness or the 6 happening of an accident, provided notice has been given; 7 otherwise from the date of such notice. In case of disability 8 such attendance and treatment shall not be furnished to the o same person for more than twenty-six weeks of disability in 10 any consecutive twelve months. All dental services for 11 necessary extraction and filling of teeth shall be furnished to 12 insured persons by the fund or society. In case the fund or 13 society is unable to furnish the whole or any part of the 14 benefit provided in this section, it shall pay the cost of such 15 service actually rendered by competent persons at a rate 16 approved by the commission.

- Sect. 13. Medical and surgical service. The fund or so-2 ciety, subject to the approval of the commission, shall make 3 arrangements for medical and surgical attendance and 4 treatment by means of
- (1) A panel of physicians to which all legally qualified 2 physicians, surgeons, hospitals, dispensaries, and associations 3 of such physicians and surgeons shall have the right to 4 belong, and from among whom the patient shall have free 5 choice, subject to the right to refuse patients as provided by 6 regulations made under this act; provided that no physician 7 on the panel shall have on his list of insured patients more

8 than 500 insured persons with the dependent members of 9 their families, except that for every insured person with no dependents he may have one additional such person;

- (2) Legally qualified physicians on salary and in the em-2 ploy of the fund or society among which physicians the 3 insured persons and dependent members of their families 4 shall have reasonable free choice;
- (3) Legally qualified physicians on salary and in the em 2 ploy of the fund or society engaged for the treatment of in 3 sured persons and dependent members of their families in
   4 prescribed areas;
  - (4) Combination of above methods.
- Sect. 14. Nursing service. The fund or society, subject 2 to the approval of the commission, shall make arrangements 3 for nursing attendance and treatment with nurses, dispens-4 aries, hospitals, district nursing organizations, or associations 5 of nurses.
- Sect. 15. Laboratory facilities and specialists. The fund 2 or society shall provide proper laboratory and other facilities 3 for diagnosis and treatment, and shall make arrangements 4 with specialists, including dentists, for consultations, treatments, and operations.
- Sect. 16. Medical and surgical supplies. Insured persons 2 and the dependent members of their families shall be sup-3 plied with all necessary medicines, medical and surgical sup-4 plies, dressings, eye-glasses, trusses, crutches and similar 5 appliances prescribed by the physician or surgeon. Insured

6 persons shall be furnished with all necessary dental supplies

- 7 not provided for in Section 12 required for such treatment.
- 8 The aggregate cost of treatment and supplies under this sec-
- 9 tion shall not in any one year exceed fifty dollars for an
- 10 insured person and the dependent members of his family.

Sect. 17. Hospital treatment. Hospital or sanitorium 2 treatment and maintenance shall be furnished, upon the 3 approval of the medical officer of the fund or society, instead 4 of all other benefits (except as provided in sections 27, 30, 5 35) with the consent of the insured member, or that of his 6 family when it is not practicable to obtain his consent. The 7 fund or society may demand that such treatment and main-8 tenance be accepted when required by the contagious nature of the disease, or when in the opinion of its medical officer 10 such treatment is imperative for the proper treatment of the 11 disease or for the proper control of the patient. Sickness 12 benefit may be discontinued (except as provided in Section 13 25) during refusal to submit to hospital or sanitorium treat-14 ment. Such treatment shall be furnished during the period 15 for which sickness benefit is payable, and shall be provided 16 in a hospital or sanatorium with which the fund or society 17 has made satisfactory financial arrangements approved by 18 the commission, or in one erected and maintained by the 19 funds and societies with the approval of the commission.

Sect. 18. Medical officers. Each fund or society shall 2 employ at least one medical officer, who shall be a legally 3 qualified physician and possess such other qualifications as

4 the medical advisory board may prescribe. The appointment 5 of a meidcal officer shall be subject to the approval of the 6 local medical committee, but in case of failure or refusal to

7 approve an appeal may be taken to the medical advisory

8 board, whose decision shall be final. No medical officer shall

9 practice in any capacity under this act.

Sect. 19. Duties of medical officers. A medical officer 2 shall make such inspection and reports as the local medical 3 committee shall direct, which reports, if of violation of 4 sanitary laws, ordinances or regulations, and all other reports 5 required by the health authorities, shall be forwarded by the 6 health officer upon such committee to the local health authority; and, upon charges of failure or neglect to make 8 such inspections or reports a medical officer may be removed 9 by the arbitration committee after a hearing. The decision of the arbitration committee shall be final.

Sect. 20. Local medical committee. There shall be in 2 each district formed in accordance with section and in 3 which there is a panel, a local medical committee of not less 4 than seven or more than fifteen members. The commissioner of health in each city in which there is a commissioner 6 of health, or local health officer elsewhere, shall appoint a 7 member of his staff, who shall be a physician, as a member 8 of the local medical committee of each district within his 9 jurisdiction. The other members shall be legally qualified physicians and surgeons and shall be elected for terms of three years, part by the physicians on the panel of the funds

in the district, part by the staffs of attending physicians and surgeons of the hospitals which have made agreements with funds in the district to treat insured persons. The commission, subject to the approval of the medical advisory board, shall determine the proportion of members of the local medical committee to be elected by the panel physicians and by the attending physicians and surgeons of said hospitals. The committee shall elect its own officers and shall serve without compensation.

Sect. 21. Meetings of the committee. The committee 2 shall meet at least once every month and may be called to-3 gether at any time on three days' notice by the chairman or 4 by a call signed by five members. A majority of the mem-5 bers of the committee shall constitute a quorum.

Sect. 22. Powers and duties of the committee. All regu2 lations and proposed contracts affecting medical, surgical or
3 nursing attendance and treatment made by the board of
4 directors of a fund or society shall be submitted to the local
5 medical committee of its district, and shall not take effect
6 until after the next regular meeting of the committee, unless
7 sooner acted upon by the committee, except that the board
8 may issue temporary regulations for the periods of three
9 months. Any dispute in regard to such attendance or treat10 ment or any charge brought against a physician because of
11 his work for a fund or society shall be referred to the local
12 medical committee of the district before action is taken by
13 the board of directors. If the committee and the board of

14 directors cannot agree, the matter shall be referred to the 15 arbitration committee.

Sect. 23. Arbitration committee. Any dispute between a 2 fund or society and a physician or any dispute submitted as 3 provided in section 24 shall be referred to an arbitration 4 committee, composed of one member appointed by the local 5 medical committee, one member appointed by the board of 6 directors of the fund, and a third member, who shall be 7 chairman, appointed by a justice of the supreme court hold-8 ing the trial term in the county, or assigned to hold the next 9 trial term. The decision of the arbitration committee shall 10 be final unless an appeal is taken to the commission within 11 ten days from the date on which the decision is rendered.

Sect. 24. Sickness benefit to insured. A sickness benefit, 2 equal to two-thirds (66 2-3 per cent) of the weekly earnings 3 of the insured person shall be paid beginning with the four-4 teenth day of disability on account of illness or accident. It 5 shall be paid only during the continuance of disability and 6 shall not be paid to the same person for more than twenty-six 7 weeks in any consecutive twelve months, and shall not be 8 paid for more than twenty-six weeks on account of the same 9 case of disability. This benefit shall be paid to an insured 10 woman when disabled on account of pregnancy, except that 11 it shall not be paid to her during the period when she is 12 receiving cash maternity benefit. The week during which 13 sickness benefit to the insured is discontinued because of 14 refusal to accept hospital treatment shall be included in com-15 puting the period of twenty-six weeks.

Sect. 25. Sickness benefit to dependents. A sickness bene-2 fit equal to one-half (50 per cent) of the earnings of the 3 insured person shall be paid to the dependent members of his 4 family, if any, while he is in the hospital or sanitorium, or 5 while he refuses to submit to such treatment for each week 6 he would otherwise have been entitled to sickness benefit.

Sect. 26. Certificate of disability. A certificate of dis-2 ability shall be issued only by a medical officer, and only 3 after his personal examination of the patient and upon a 4 statement by each attending physician, if any. A medical 5 officer may visit at any time persons recommended for or 6 receiving sickness benefits.

Sect. 27. Computation of benefits. For the purpose of 2 computing the sickness benefits, weekly earnings shall be 3 taken as the earnings during the last six days on which the 4 employee worked full time preceding disability not including 5 earnings for overtime, unless such overtime is a regular 6 occurrence in the employment; but if this computation would 7 be unfair to the employee, his weekly earnings shall be 8 taken as six times his average daily earnings for the days 9 actually employed at full time during the three months pre-

Sect. 28. Periods of payment. Sickness benefits shall be 2 paid weekly where possible, and in no case less frequently 3 than semi-monthly.

Sect. 29. Maternity benefit. Maternity benefit shall con-2 sist of: All necessary medical, surgical and obstetrical aid, mazerials and appliances, which shall be given insured women 3 and the wives and widows of insured men;

A weekly maternity benefit, which shall be payable to in-2 sured women only, equal to the regular sickness benefit of 3 the insured, for a period of eight weeks, of which at least 4 six shall be subsequent to delivery, on condition that the 5 beneficiary abstain from gainful employment during the 6 period of payment;

Benefits under this section shall be in addition to all other 2 benefits under this act.

Sect. 30. Funeral benefit. The fund or society shall pay 2 the actual expenses of the funeral and burial of a deceased 3 insured member, as arranged for by the family or next of 4 kin, or in absence of such by the officers of the fund or so-5 ciety, up to the amount of \$100. This benefit shall be paid 6 in case of death of a former insured member within six 7 months after discontinuance of sickness benefits because of 8 the exhaustion of the time limit, provided he has not, within o those six months become insured in another fund or society. Sect. 31. Benefits from other sources. If the insured per-2 son receive cash benefits from other sources his sickness 3 benefit under this act shall be so reduced that in addition to 4 the other benefits it shall not exceed his earnings. The fund 5 or society may withhold sickness benefit under this act at any 6 time until the insured person has disclosed the amount of 7 cash benefit to which he is entitled from other sources.

Sect. 32. Payment of damages from other sources. In 2 case the insured person, his heirs or assigns are paid dam-3 ages or from another source on account of sickness, acci-4 dent or death, the fund or society shall be entitled to be re-5 imbursed, out of such damages when collected, for the rea-6 sonable cost of all benefits given the insured person on ac-7 count of such sickness, accident or death.

Sect. 33. Suspension of benefits. No benefit shall be paid 2 or furnished to an insured person while he is (1) serving a 3 term in prison, (2) in an insane asylum, home for the 4 feeble-minded or a public institution for other defective persons, except that, while such person is in an insane asylum, a 6 sickness benefit equal to one-half of his earnings shall be 7 paid to the dependent members of his family for a period not 8 to exceed the unexpired period for which he would have been 9 entitled to sickness benefit.

Sect. 34. Assignments and exemptions. Claims for bene-2 fits under this act shall not be assigned, released or com-3 muted and shall be exempt from all claims of creditors and 4 from levy, execution and attachment or other remedy for 5 recovery or collection of a debt, which exemption may not 6 be waived. Benefits shall be paid only to the person or per-7 sons entitled to receive the same, or to some person who is 8 liable by law or in fact for the support of such person or 9 persons.

Sect. 35. Additional benefits. A fund or society may 2 grant the following additional or increased benefits if the

3 commission be satisfied that its income is sufficient for the 4 purpose:

Extension of sickness benefit to exceed twenty-six weeks 2 but not to exceed fifty-two weeks;

Funeral benefit for members of the family;

Increased amount allowed for medical and surgical supplies 2 and appliances;

Increase in the period of extended insurance;

Dental work in addition to extraction, treatment and ordi-2 nary fillings, either up to a certain amount per year or by 3 contribution of part of the cost.

- Sect. 36. Extension of insurance. When contributions 2 cease on account of unemployment not due to sickness, the 3 right to benefits under this act shall continue in force for one 4 week, if the insured person has paid contributions during 5 four weeks immediately preceding unemployment; and for 6 an additional week for each additional four weeks of paid-7 up membership during the twenty-six weeks immediately
- Sect. 37. Persons resident abroad. No person shall be en-2 titled to any benefit while resident in a foreign country, 3 except Canada.

8 preceding unemployment.

Sect. 38. Prevention of disease. A fund or society may, 2 with the consent of the commission, make appropriations for 3 prevention of disease and the education of its employer 4 and employee members in disease prevention and

5 hygine, and include the amount so appropriated among its 6 expenses of administration.

#### CONTRIBUTIONS.

Section 39. Apportionment of contributions.

- 40. Contributions of low paid workers.
- 41. Amount of contributions.
- 42. Payment of contributions.
- 43. Rates of contributions.
- 44. Establishments with excessive rate of sickness.

Sect. 39. Apportionment of contributions. The full cost 2 of insurance provided by this act, including contributions to 3 the reserve and to the guarantee fund, shall be borne by em-4 ployers, employees and the state in the following propor-5 tions: Employers, two-fifths; employees, two-fifths; and the 6 state, one-fifth, except as provided in section forty.

Sect. 40.' Contribution of low paid workers. If the earn2 ings of insured persons are less than nine dollars a week the
3 shares of the employer and employee of the amount paid by
4 them jointly shall be in the proportion indicated in the fol5 lowing table:

If earnings		Employer,	Employee
are under	But not	Per cent	Per cent
<b>\$</b> 9	\$8	6 <b>o</b>	40
8	7	70	30
7	6	80	20
6	5	90	10
5		100	O

The contribution of the state shall remain one-fifth of the 2 total.

Sect. 41. Amount of contributions. The amount of con-2 tributions shall be computed so as to be sufficient for the 3 payment of benefits, the expenses of administration of the 4 fund and its reserve, and the maintenance of the guarantee 5 fund.

Sect. 42. Payment of contribution. Every employer shall, 2 on the date on which he pays his employees, or at least 3 monthly, pay to any local or trade fund the total contribu-4 tions due from him and from his employees to such funds. 5 If such contribution is paid at such time he may deduct from 6 the earnings of any employee the share of that employee in 7 the contribution which shall be in proportion to his earnings, 8 but must inform him, in a method to be approved by the o commission, of the amount so deducted. Approved societies 10 shall provide by regulation, to be approved by the commis-II sion, for the payment of contributions by their members; 12 the employer of each such member shall be excused from 13 contributing in respect to him to the local or trade fund, as 14 above provided, only upon proof that such contributions to 15 an approved society have been duly made in respect to such 16 member, and not otherwise.

Sect. 43. Rates of contributions. In funds in which em2 ployees in several industries are insured, contributions may
3 be fixed at different amounts for different industries accord4 ing to the degree of sickness hazard in those industries, and

- 5 shall be so fixed if the commission finds a substanial differ-6 ence in the degree of sickness hazard.
- Sect. 44. Establishments with excessive rate of sickness.
- 2 If the establishment of any employer shows an excessive
- 3 rate of sickness, a fund may, subject to the approval of the
- 4 commission, increase the rate of contribution of such em-
- 5 ployer in proportion to the excess of such rate of sickness
- 6 above the normal rate. Such additional contribution shall
- 7 be paid by the employer without the right of deduction from
- 8 the earnings of his employees.

#### CARRIERS.

- Section 45. Division of the state into districts.
  - 46. Establishment of funds.
  - 47. Consolidation or division of district.
  - 48. Establishment of trade fund.
  - 49. Temporary establishment fund.
  - 50. Authorization by commission.
  - 51. Dissolution of fund.
  - 52. Continuance of existence of dissolved fund.
  - 53. Powers of funds.
  - 54. Constitution of fund.
  - 55. Committee of the fund.
  - 56. Employers' votes.
  - 57. Board of directors.
  - 58. Removal of directors.
  - 59. Appointment of directors by commission.
  - 60. Powers of the board.

- 61. Officers' bonds.
- 62. Reserve.
- 63. Membership in fund.
- 64. Membership in societies.
- 65. Membership during disability.
- 66. Residents without the district.
- 67. Determination of district of employments.
- 68. Voluntary insurance.
- 69. Loss of voluntary membership.
- 70. Fines and penalties.
- 71. Approved societies.
- 72. Employers' contributions.
- 73. State contributions.
- 74. Wage classes.
- 75. Basis of contributions and benefits.
- 76. Property of fund tax free.
- 77. Contributions a preferred claim.
- 78. Health insurance union.
- Sect. 45. Division of the state into districts. The com-2 mission shall, within six months after this act goes into effect, 3 divide the state into districts, no one of which shall contain
- 4 less than five thousand persons subject to compulsory in-5 surance.
- Sect. 46. Establishment of funds. The commision shall 2 before January first, nineteen hundred and eighteen, hold one
- 3 or more hearings in each district, notice of which shall be
- 4 given by advertisement in at least one newspaper published

5 in the district and by any other method approved by the com6 mission, and shall thereafter establish one or more local
7 funds and in their discretion may establish one or more trade
8 funds in such district. The commission shall then provide
9 in each district for the election of delegates, half of whom
10 shall be elected by employers, half by employees affected, to
11 conventions for each fund which shall have power to adopt
12 constitutions. The expense of the elections and conventions
13 shall be paid by the state as expenses of the commission are
14 paid.

Sect. 47. Consolidation or division of district. The com2 mission at any time on its own motion or on the petition of
3 the board of directors of any local or trade fund may con4 solidate two or more districts, or detach a territory from one
5 district and annex it to another, or create a new district from
6 parts of several districts or from one district already in
7 existence, and shall make such disposition of the property
8 of the dissolved fund as shall seem to it proper.

Sect. 48. Establishment of trade fund. On application of 2 employers whose principal places of business or establish-3 ments are within the same district and who employ two 4 hundred and fifty employees in the same trade or branch of a 5 trade, or on the application of two hundred and fifty em-6 ployees employed in the same trade by employers whose 7 principal places of business or establishments are within the 8 same district, the commission, after a hearing within the 9 district which shall be duly advertised and notice of which

shall be sent to the boards of directors of the local and trade funds within the district, may authorize the formation of a trade fund if there be no other trade fund within the district for the trade or the branch of the trade, and if the establishment of the new fund will not impair the solvency of any local or trade fund in the district. The new fund shall receive a proportionate share, to be determined by the commission, of the reserve and other property of each fund to which any of its insured members belong at the time of becoming members of the new fund.

Sect. 49. Temporary establishment fund. If a sufficient 2 number of persons are employed temporarily the commission, of its own motion or on the application of the board of 4 directors of any fund affected, may order the creation of an 5 establishment fund for the duration of the work. The comformission shall divide any surplus left in such fund between 7 the employers and employees in proportion to the amount of 8 their contribution after having provided for all the obligations of the fund.

Sect. 50. Authorization by commission. No fund shall 2 begin business until it is authorized by the commission. The 3 commission shall authorize a fund only after approval and 4 filing of its constitution and after the names and addresses 5 of the board of directors elected for the first year have been 6 filed with the commission.

Sect. 51. Dissolution of fund. The commission may, after

- 2 a hearing in the district for which a fund is established,
- 3 withdraw its approval and dissolve the fund:

5 commission may determine.

If rendered necessary by the consolidation or division of a 2 district;

If the number of insured members is so small as to endanger 2 the solvency of the fund;

Upon the petition of a majority of the board of directors 2 or of the committee.

The assets and property of a dissolved fund, after pro-2 vision for benefits and for the payment of its obligations, 3 shall be divided among the funds and societies which its 4 former insured members join, in such proportions as the

- Sect. 52. Continuance of existence of dissolved fund. A 2 dissolved fund shall, nevertheless, continue in existence for 3 the purpose of paying any existing obligations, disposing 4 of, collecting and distributing its assets, and doing all other 5 acts required in order to adjust and wind up its business 6 affairs, and may sue and be sued for any of the purposes 7 of this section.
- Sect. 53. Powers of funds. Funds shall be corporations 2 and shall have all the power necessary to carrying out their 3 duties under this act, including the power to verify by audit 4 payrolls of employer members for the purpose of determin-5 ing contributions for which employer members are liable.
- Sect. 54. Constitution of fund. Subject to the provisions 2 of this act, the constitution of a fund shall contain:

Name of the fund and location of its principal office;

If the fund is a trade fund, designation of the trade or 2 trades for which it is created;

Maximum percentages of earnings, as provided in sections

- 2 seventy-four and seventy-five of this act, at which the reg-
- 3 ular contribution of employer and employee may be fixed;
- 4 which maximum inclusive of the state contribution shall not
- 5 exceed four per centum of such total except with the ap-
- 6 proval of the commission, and shall in no case exceed six
- 7 per centum of such total;

Nature and amount of benefits and length of time during which they shall be given;

Manner of election, number, powers, duties, and time of 2 meeting of the committee;

Number, powers, duties, and time of meeting of the board 2 of directors;

Method of amendment of constitution;

And such other provisions as may be directed by the com-2 mission.

Sect. 55. Committee of the fund. There shall be a com-

- 2 mittee of each fund which shall consist of not less than
- 3 twenty and not more than one hundred members, to be
- 4 elected in the manner provided in the constitution, one-half
- 5 by the employer members of the fund, one-half by the em-
- 6 ployee members. The committee shall cause an audit of
- 7 the accounts of the fund to be made each year, and shall
- 8 pass upon the same and upon the annual report and budget
- 9 of the board of directors.

Sect. 56. Employers' votes. Each employer member shall 2 have as many votes for employer members of the committee 3 as he employs workmen subject to the insurance who are 4 members of the fund, except that no one employer shall have 5 more than forty per centum of the total vote unless other-6 wise provided in the constitution.

Sect. 57. Board of directors. The board of directors shall 2 consist of an even number of directors, not less than eight 3 and not more than eighteen, one-half of whom shall be 4 elected by employer members of the committee and one-5 half by employee members of the committee, and one di-6 rector in addition who shall be chosen for a term of three 7 years by a majority vote of the directors so elected. 8 one shall be a member of the committee and a director at 9 the same time and all directors must be citizens of the United 10 States and a majority of both employer and employee di-11 rectors must be residents of the state. The directors elected 12 by the members of the committee shall be elected for three 13 years, but the directors first elected shall by lot be divided 14 into classes so that as nearly as possible an equal number 15 shall go out of office each year. The compensation of the 16 members of the board shall be not more than five dollars. 17 a day for each day of attendance upon the meetings of the 18 board. No director shall hold any other office under this 19 act.

Sect. 58. Removal of directors. If a board of directors 2 violate or fail to comply with this act the commission may

- 3 after a public hearing remove the directors, appoint tempo-
- 4 rary directors, and call a meeting of the committee to elect
- 5 directors to fill the unexpired terms of the directors removed.
- 6 The directors appointed by the commission shall serve until
- 7 the directors thereafter elected by the committee qualify.
  - Sect. 59. Appointment of directors by commission. If
- 2 at any time the number of directors be not sufficient to carry
- 3 on the affairs of the fund, and if after notice from the com-
- 4 mission the committee fail to elect directors, the commission
- 5 may appoint directors who shall serve until those thereafter
- 6 elected by the committee qualify.

Sect. 60. Powers of the board. The board shall:

Fill vacancies in its own number for unexpired terms, pro-

- 2 vided that only employers' representatives shall vote for em-
- 3 ployer directors, only employees' representatives for em-
- 4 ployee directors;

Appoint all officers and employees of the fund and fix their 2 salaries:

Elect a president and secretary from their own number;

Make regulations necessary for carrying out the purposes

2 of the fund;

Make contracts with physicians, nurses, hospitals, dispen-

- 2 saries, pharmacists, institutions and associations and any
- 3 other persons necessary for the business of the fund;

Prepare and submit to the committee annually a financial

- 2 account and a report for the past year and a budget for the
- 3 ensuing year;

Represent the fund and direct and administer its affairs 2 except as otherwise specified in this act.

Sect. 61. Officers' bonds. All officers of a fund who are 2 entrusted with its moneys shall be bonded for amounts to 3 be determined by the board of directors with the approval 4 of the commission.

Sect. 62. Reserve. Every fund shall accumulate a re2 serve. The board of directors shall transfer to such reserve
3 one-twentieth of the annual income of the fund until such
4 reserve is equal to one-sixth of the total expenditures for
5 the preceding three years. The reserve shall be maintained
6 at least at this level. Any surplus which may accrue from
7 the investment of such reserve may be transferred into the
8 general account of the fund.

Sect. 63. Membership in fund. Every person subject to 2 insurance shall, by virtue of this act, and without regard to 3 his physical condition, be an insured member of the trade 4 fund of the trade at which and in the district in which he 5 is employed, or if there be no such fund, of such local fund 6 of the district as provided by the regulations of the com-7 mission; provided that while he is a member of an approved 8 society he shall be excluded by the board of directors from 9 membership in a fund. The commission shall provide by 10 regulation for the cases of persons regularly occupied at one 11 trade but temporarily employed at another. Membership in 12 a local or trade fund shall cease as soon as the insured per-13 son becomes a member of another local or trade fund. Every

14 employer shall by virtue of this act be an employer member 15 of all funds of which any of his employees are members.

Sect. 64. Membership in societies. A person, subject to 2 insurance shall become a member:

Of an establishment fund on the day of entering employ-2 ment in the establishment and shall, except as otherwise pro-3 vided by law or in the constitution or by-laws, cease to be 4 such member on quitting employment in the establishment;

Of a labor union or a benevolent or fraternal society on 2 being accepted by it, and shall cease to be such member on 3 his resignation or expulsion, except as otherwise provided 4 by law or in the constitution or by-laws.

Sect. 65. Membership during disability. Insured mem2 bership shall continue during receipt of sickness or cash
3 maternity benefits or hospital treatment or during discon4 tinuance of sickness benefit because of refusal to accept hos5 pital treatment, except that no such insured member shall
6 have a vote or be included in the number of insured mem7 bers on which the vote of any employer member is based.

Sect. 66. Residents without the district. If an insured 2 person reside in the state, but temporarily or permanently 3 outside of the district of the fund of which he is a member, 4 the trade fund of the same trade or if there be none the local 5 fund in the district in which he resides shall supply the 6 minimum benefits provided in this act, and shall be reim-7 bursed by the fund of which the insured person is a member. 8 Other benefits shall be paid in cash if not provided for by

9 agreements between funds or otherwise. The commission 10 shall provide by regulation for insured persons residing 11 permanently or temporarily without the state.

Sect. 67. Determination of district of employment. The 2 district in which the establishment in which an insured per-3 son is employed, or if he be not employed in an establish-4 ment, the district in which the principal place of business 5 of the employer is located, shall be, for the purposes of this 6 act, the district of employment, but the commission may 7 for the convenience of administration either permanently or 8 temporarily establish as such district that in which the in-9 sured member is actually employed or in which his wages 10 are paid.

Sect. 68. Voluntary insurance. A person entitled to voluntary insurance must be admitted on application to mem3 bership in the trade fund of his trade in the district in which
4 he is employed, or if there be no such fund, then in such
5 local fund of the district as is provided by the regulations
6 of the commission. Provided, that, except for persons who
7 have been compulsorily insured persons within one month
8 the by-laws of any fund may prohibit the admission to vol9 untary insurance of a person who has not passed a satis10 factory medical examination by its medical officers. The
11 contribution and benefits shall

(1) Be based upon such an amount of earnings, in the 2 case of a person formerly compulsorily insured, not exceed-3 ing the earnings upon which his contributions and benefits

- 4 were based immediately preceding the date upon which he 5 ceased to be so insured, and in the case of other voluntary 6 members not more than upon the actual earnings, nor more 7 than one hundred dollars per month, as the member may 8 elect.
- (2) Be the same as for a compulsory member of the same 2 trade. The full contribution in the case of a voluntary mem-3 ber shall be borne by the member and the state in the follow-4 ing proportions: the member, four-fifths, and the state, one-5 fifth.
- Sect. 69. Loss of voluntary membership. A person vol-2 untarily insured shall lose his membership if he acquire a 3 membership either voluntary or compulsory in another fund 4 or society, or if he be in arrears for one month in the pay-5 ment of his contributions, unless this period be extended 6 by the fund or society.

Sect. 70. Fines and penalties. Funds and societies may 2 fine their employer and insured members and suspend in-3 sured members from benefit for violation of their rules or 4 regulations or for fraudulent representations made with the 5 intent of securing or aiding another to secure benefits, in 6 accordance with rules approved by the commission providing for and limiting such fines or suspensions but contributions will in every case be required in respect to each such 9 suspended member. If an employer fail or refuse to pay 10 any contribution due to the fund under this act, the fund 11 to which the contribution is due may recover from such

12 employer the whole amount of contributions due from such 13 employer and his employee with interest at six per centum 14 by suit in a court of competent jurisdiction, and the em-15 ployer shall not be entitled to deduct any part of such sum 16 from the earnings of his employee or employees.

Sect. 71. Approved societies. A labor union, a benevo-2 lent or fraternal society or an establishment society shall be 3 approved by the commission only after hearing the local or 4 trade funds affected and only if:

It is not carried on for profit, but reasonable salaries paid 2 officials shall not be considered profit;

It is under the absolute control of the insured members in so 2 far as the insurance regulated by this act is affected, except 3 that the employer may appoint one-half of the governing 4 body of an establishment society;

It shall satisfy the commission that it is in a sound financial 2 condition;

It grants at least the minimum benefits provided in this 2 act;

It has a membership of at least five hundred persons in-2 sured for at least the minimum benefits provided under this 3 act or their equivalent, except that in the case of establish-4 ment societies in which the employer satisfactorily guaran-5 tees the payment of benefits, the minimum number of mem-6 bers may be determined by the commission;

Its operation will not, in the opinion of the commission, 2 endanger the existence of any local or trade fund;

In case of an establishment society, a majority of the em-2 ployees subject to insurance request approval, and the em-3 ployers' contribution be at least equal to that of all the em-4 ployees.

The approval of the commission may at its discretion be 2 withdrawn at any time upon its finding, after hearing the 3 society affected, that any of the required conditions are no 4 longer satisfied or that the society is conducted in a manner 5 in any way prejudicial to the purposes of this law. The 6 commission may, after a hearing, permit an establishment 7 society to accept, on conditions satisfactory to the commission, as members all persons subject to insurance in its dispersion.

Sect. 72. Employers' contributions. The commission shall 2 assess upon every employer any of whose employees are in-3 sured in an approved society other than an establishment 4 society, a sum equivalent to the employers' contributions had 5 such employees been members of funds. This sum shall be 6 paid in monthly instalments into the guarantee fund established by the commission.

Sect. 73. State contributions. The state shall contribute 2 to every approved society one-fifth of its total expense for 3 health insurance under this act, subject to the provisions 4 of section one hundred and seven.

Sect. 74. Wage classes. A fund or society may, with the 2 approval of the commission, divide its members into wage 3 classes, and fix the rates of sickness and maternity benefits 4 and the rate of contributions in each class.

Sect. 75. Basis of contributions and benefits. A fund or 2 society may, for the purpose of calculating benefits and con-3 tributions under this act, estimate the average earnings in 4 any employment or trade or branch thereof, and on the approval of the commission the average so determined shall 6 form the basis for the calculation of such benefits and con-7 tributions.

Sect. 76. Property of the fund tax free. The property 2 of any fund, and such part of the property of any approved 3 society as is used for the purposes of this act, shall be ex-4 empt from all state, municipal or local taxes.

Sect. 77. Contributions a preferred claim. Contributions 2 due and unpaid shall have the same preference or lien, with-3 out limit of amount, against the assets of the employer as 4 is now or hereafter may be allowed by law for a claim for 5 unpaid wages for labor.

Sect. 78. Health insurance union. Two or more funds 2 or societies may combine for the administration of the medi-3 cal benefits subject to the approval of the commission. The 4 commission may, after notice to and hearing of the parties 5 of interest, withdraw its approval and dissolve the union, 6 making such disposition of its property as may seem to it 7 in the best interests of the insured.

#### COMMISSION.

Sect. 79. Health insurance commission.

80. Secretary.

81. Officers and employees.

- 82. Salaries and expenses.
- 83. Offices.
- 84. Powers of individual commissioners.
- 85. Powers of commission.
- 86. Payment of state contribution.
- 87. Guarantee fund.
- 88. State treasurer custodian of fund.
- 89. Report of commission.
- 90. Health insurance council.
- 91. Officers of council.
- 92. Meetings of council.
- 93. Duties of council.
- 94. Medical advisory board.
- 95. Powers of medical advisory board.
- 96. Meetings of medical advisory board.
- 97. Nurses' advisory board.
- 98. Settlement of disputes.
- 99. Medical disputes.
- 100. Disputes at law.

Sect. 79. Health insurance commission. The health in2 surance commission is hereby created, consisting of three
3 commissioners, to be appointed by the governor, one of
4 whom shall be designated by the governor as chariman and
5 one of whom shall be a physician. The term of office of
6 members of the commission shall be six years, except that
7 the first members thereof shall be appointed for such terms
8 that the term of one member shall expire on January first,

9 nineteen hundred and nineteen; one on January first, nine10 teen hundred and twenty-one; and one on January first,
11 nineteen hundred and twenty-three. Each commissioner
12 shall devote his entire time to the duties of his office, and
13 shall not hold any position of trust or profit, or engage in
14 any occupation or business interfering or inconsistent with
15 his duties as such commissioner, or serve on or under any
16 committee of a political party. The commission shall have
17 an official seal which shall be judicially noticed.

Sect. 80. Secretary. The commission shall appoint and 2 may remove a secretary, at an annual salary of eighteen 3 hundred dollars. The secretary shall perform such duties 4 in connection with the meetings of the commission and its 5 investigations, hearings and the preparation of rules and 6 regulations under the provisions of this act as the commis-7 sion may prescribe.

Sect. 81. Officers and employees. The commission may appoint such officers, other assistants and employees as may 3 be necessary for the exercise of its power and the per-4 formance of its duties under the provisions of this act, all 5 of whom shall be in the competitive class of the classified 6 civil service; and the commission shall prescribe their duties 7 and fix their salaries which shall not exceed in the aggregate 8 the amount bi-annually appropriated by the legislature for 9 that purpose.

Sect. 82. Salaries and expenses. The chairman of the 2 commission shall receive an annual salary of five thousand

3 dollars and each other commissioner an annual salary of 4 four thousand five hundred dollars. The commissioners 5 and their subordinates shall be entitled to their actual and 6 necessary expenses while traveling on the business of the 7 commission. The salaries and compensation of the subor-8 dinates and all other expenses of the commission shall be 9 paid out of the state treasury upon vouchers signed by the 10 chairman or one of the commissioners designated by him 11 for that purpose.

Sect. 83. Offices. The commission shall have its main 2 office in the capitol of the state and may establish and main-3 tain branch offices in other cities of the state as it may deem 4 advisable. Branch offices shall, subject to the supervision 5 and direction of the commission, be in immediate charge of 6 such officials or employees as it shall designate.

Sect. 84. Powers of individual commissioners. Any in2 vestigation, inquiry or hearing which the commission is au3 thorized to hold or undertake may be held or undertaken
4 by or before any commissioner, and the award, decision or
5 order of a commissioner when approved and confirmed by
6 the commission and ordered filed in its office shall be deemed
7 to be the award, decision or order of the commission. Each
8 commissioner shall for the purpose of this act have power
9 to administer oaths, certify to official acts, take depositions,
10 issue subpoenas and compel the attendance of witnesses and
11 the production of books, accounts, papers, records, docu-

Sect. 85. Powers of commission. The commission may 2 adopt all reasonable rules and regulations and do all things 3 necessary to put into effect the provisions of this act.

Sect. 86. Payment of state contribution. The commis2 sion shall estimate the state contribution annually before the
3 first of January of each year and shall, before that date,
4 apportion it among the funds and societies in proportion to
5 their estimated expenditures for the purposes of this act
6 during the year and shall notify the state treasurer of the
7 sum to be paid on March thirty-first, June thirtieth, Sep8 tember thirtieth and December thirty-first of the current
9 year to each fund and society. The treasurer shall pay the
10 amount out of the unexpended balance of any appropriation
11 in his hands for the purpose.

Sect. 87. Guarantee fund. The commission shall reserve 2 ten per centum of the contributions of the state to the funds 3 and societies and pay it into a fund to be known as the guar-4 antee fund, from which it may contribute for the relief of 5 any fund or society, on the application of its board of di-6 rectors after investigation by the commission. A contribution shall be made only where, in the judgment of the commission, the necessity arises from epidemic, or other unusual 9 conditions, and shall never be made where, in the opinion 10 of the commission, the deficit is due to failure or refusal 11 of the directors to levy proper rates of contributions. When 12 and so long as, in the opinion of the commission, the guar-

13 antee fund is sufficient, the commission shall make no reser-14 vation for this purpose.

Sect. 88. State treasurer custodian fund. The state treas-2 urer shall be the custodian of the guarantee fund; and all 3 disbursements therefrom shall be paid by him upon vouchers 4 authorized by the commission and signed by the chairman 5 or another member designated by him in writing. The state 6 treasurer shall give a separate and additional bond in an 7 amount to be fixed by the governor and approved by the 8 attorney general conditioned for the faithful performance 9 of his duty as custodian of the guarantee fund. The state 10 treasurer may deposit any portion of the fund not needed 11 for immediate use, in the manner and subject to all the 12 provisions of law respecting the deposit of other state funds 13 by him. Interest earned by such portion of the guarantee 14 fund deposited by the state treasurer shall be collected by 15 him and placed to the credit of the fund.

Sect. 89. Report of commission. Annually on or before 2 the first day of February the commission shall make a report 3 to the governor, which shall include a statement of the apportionment of the state contributions, statistics of sickness experience under this act, a detailed statement of the expenses 6 of the commission, the condition of the guarantee fund, together with any other matter which the commission deems 8 proper to report, including any recommendations it may 9 desire to make. The governor shall lay the reports before 10 the legislature.

Sect. 90. Health insurance council. The health in2 surance council shall consist of six members, three of whom
3 shall be elected by employer directors and three by employee
4 directors of the local and trade funds; their term of office
5 shall be two years, except that in the first election three of
6 the employer and three of the employee members of the
7 council shall be elected for one year; they shall receive a
8 compensation of five dollars a day for each day spent on
9 the business of the council and shall be reimbursed for rea10 sonable expenses incurred in connection with such business,
11 to be paid as other expenses of the commission are paid.

Sect. 91. Officers of council. The council shall elect a 2 president from its own number; the secretary of the com- 3 mission shall act as secretary of the council.

Sect. 92. Meetings of council. The council shall meet 2 during the first week of January, of April, of July, of Sep-3 tember, each year. Special meetings shall be called by the 4 president on the request of at least five members of the 5 council or of two members of the commission at any time.

Sect. 93. Duties of council. The annual report and recom2 mendations of the commission shall be laid before the Jan3 uary meeting of the council before transmission to the gov4 ernor, and the council may approve them or make a sepa5 rate report and recommendations to the governor. All gen6 eral regulations proposed by the commission shall be laid
7 before the council at a regular or special meeting for dis8 cussion before final adoption, except in cases of urgency to

9 be determined by the commission, and in this case the reg-10 ulation shall be laid before the next regular meeting of the 11 council or a special meeting called for the purpose.

Sect. 94. Medical advisory board. There shall be a med2 ical advisory board of nine members. The secretary of the
3 state board of health shall be ex-officio a member of the
4 board, six members shall be chosen by the medical society
5 of the state two by the homeopathic medical society of the
6 state. The term of office of chosen members shall be three
7 years, except that the members first chosen shall choose by
8 lot three of their number to go out of office at the end of
9 one year and three at the end of two years. The board shall
10 elect its own chairman and other officers. Its members shall
11 be paid necessary expenses, but no salaries.

Sect. 95. Powers of medical advisory board. All regu2 lations of the commission relating to the medical benefit and
3 to the relations of physicians or surgeons to the insurance
4 shall be referred to the medical advisory board and shall
5 not be approved by the commission until after the first reg6 ular meeting of the board after such reference, unless sooner
7 acted upon by the board, except in case of an emergency,
8 when the commission may issue a temporary regulation for
9 a period of not over six months.

Sect. 96. Meetings of the medical advisory board. The 2 board shall meet at least once every three months and may 3 be called together at any time on one week's notice by the 4 chairman or by a call signed by any three members or by

5 the commission. A majority of the members of the board 6 shall constitute a quorum.

Sect. 97. Nurses' advisory board. The state nurses' so-2 ciety shall choose a nurses' advisory board which shall be 3 consulted on all matters relating to nursing service.

Sect. 98. Settlement of disputes. All disputes arising 2 under this act shall be determined by the commission either 3 on appeal or in case of disputes between funds and societies, 4 by original proceedings. The commission may assign any 5 dispute, except disputes in regard to the medical benefit, for 6 hearing and determination to a dispute committee composed 7 of one employer and one employee member of the council, 8 and a member of the commission, as chairman, the members 9 of the council to serve in turn on the dispute committee for 10 periods of one month. Either party may appeal to the com-11 mission from the decision of the dispute committee within 12 thirty days from the date of rendering the decision.

Sect. 99. Medical disputes. All disputes regarding med-2 ical benefit, which have been appealed to the commission, 3 shall be referred by the commission to the medical advisory 4 board which shall report to the commission and the com-5 mission shall not decide any such dispute until after a report 6 has been made by the board.

Sect. 100. Suits at law. Suit shall not be brought in any 2 court on any matter on which an appeal is allowed to the 3 commission, until after a decision by the commission or of 4 a dispute committee, and the statute of limitations shall not 5 begin to run in such cases until after the decision is filed.

#### PROVISIONS.

- Sect. 101. Limitation of claims.
  - 102. Disclosures prohibited.
  - 103. Unauthorized deductions from wages prohibited.
  - 104. Penalties.
  - 105. Technical rules of evidence or procedure not required.
  - 106. When to take effect.
- Sect. 101. Limitation of claims. No claim for benefit shall 2 be valid unless made to the board of directors of the fund 3 or society within one year from the time when the benefit 4 was due.
- Sect. 102. Disclosure prohibited. Information acquired 2 by the commission or a fund or any of their officers or em3 ployees, from employers or employees pursuant to this act 4 shall not be open to public inspection, and any such officer 5 or employee who, without authority of the commission or 6 pursuant to its rules or as otherwise required by law, shall 7 disclose the same shall be guilty of a misdemeanor and upon 8 conviction shall be punished by a fine of not less than ten 9 nor more than one hundred dollars, or by imprisonment of 10 not less than thirty nor more than sixty days.
- Sect. 103. Unauthorized deductions from wages prohib-2 ited. An employer shall not deduct from the wages of an 3 employee any part of any contribution required to be borne 4 by the employer, or make any agreement with the employee

5 for the repayment of any part of such contribution. Any 6 employer who violates this section is guilty of a misde-7 meanor and upon conviction shall be punished by a fine of 8 not more than ten dollars. Every deduction or repayment 9 in the case of each employee shall constitute a separate 10 violation.

Sect. 104. Penalties. Any person who,

- I. Prevents or obstructs the audit of a payroll, as author-2 ized by this act;
- Knowingly makes any false statement or false repre sentation for the purpose of obtaining any benefit or pay ment, under this act, either for himself or any other per son; or
- Wilfully violates or fails to comply with this act or
   any regulation or order made by the commission,
- 3 is guilty of a misdemeanor and upon conviction shall be
- 4 punished by a fine of not less than ten nor more than one 5 hundred dollars or by imprisonment of not less than thirty
- 6 nor more than sixty days.

Sect. 105. Technical rules of evidence or procedure not 2 required. The commission or a commissioner or dispute 3 committee in making an investigation or inquiry or conduct-4 ing a hearing shall not be bound by common law or statu-5 tory rules of evidence or by technical or formal rules of 6 procedure, except as provided by this act but may make 7 such investigation or inquiry or conduct such hearing in 8 such manner as to ascertain the substantial rights of the 9 parties.

Sect. 106. When to take effect. This act shall take effect 2 immediately, except that the provisions as to the payment 3 of contributions shall not take effect until January first, 4 nineteen hundred and eighteen, and the first payment of 5 contributions by the state shall not be made until March 6 thirty-first, nineteen hundred and eighteen; the provisions 7 as to the benefits shall not take effect until April first, nine-8 teen hundred and eighteen, provided that if a fund or society 9 is authorized after January first, nineteen hundred and 10 eighteen, the provision as to the benefits shall not take effect 11 until three months after authorization.