



States considering a legislative response to insurable interest concerns regarding ~~employe~~ their employees should consider the following elements for inclusion in their law:

1. The law should recognize that employers have a lawful and substantial economic interest in the lives of key employees and in other employees who have a reasonable ~~expect~~ expectation of benefiting from an employee welfare benefit plan.
2. Employers should be required to notify eligible employees of their proposed participation in the plan and the employees should be given an opportunity to refuse to participate ~~on~~ a prospective basis, employers should obtain written consent of each individual being insured. Consent would include an acknowledgement that the employer may maintain the life insurance coverage even after the insured individual's employment has terminated.
3. An employer shall not retaliate in any manner against an employee or a retired employee for refusing consent to be insured.
4. For nonkey or nonmanagerial employees, the amount of coverage should be reasonably related to the benefits provided to the employees.
5. With respect to employer provided pension and w w10.nd 48 0 er5.9 Tj0 Tc 6 (n(e)-3 (s)-1.3 (,)-1 (