

— TOP TAKEAWAYS —

Portable Benefits

TRADITIONAL BENEFITS EXCLUDE FREELANCERS

- Traditional employment arrangements offer benefits to employees such as health care, paid time off, and retirement until employment is terminated.
- Due to the **Fair Labor Standards Act (FLSA)**, self-employed people, freelancers, and other independent contractors do not receive benefits, but they enjoy flexibility and independence.
- Of the **64** million freelance workers in the U.S. about half are women.
- The majority of independent contractors use flexible work to supplement earnings from a traditional job. They likely already have access to employer-provided benefits or may get coverage through spouses.

PORTABLE BENEFITS FOLLOW WORKERS

- In contrast to traditional benefit packages, portable benefits remain with workers instead of employers.
- The **public** and **private** sectors are innovating ways to offer the growing segment of nontraditional workers access to benefits.

THE PUBLIC AND PRIVATE SECTORS SHOULD REFORM BENEFIT MODELS

- Laws and regulations have not kept pace with the changing models of work.
- States should consider adopting private-employer portable benefits programs, a fiscally responsible option.
- The plans should be voluntary to provide states and employers the greatest flexibility in determining whether and which benefits to provide to independent contractors in their workforce.
- Smart reforms can ensure that independent workers, especially women, can enjoy freedom, flexibility, and economic security from benefits.

Click [HERE](#) to read the policy focus and learn more about portable benefits.