



Legislative Coordinating Commission

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DATE: April 24, 2018

TO: Members of the Legislative Coordinating Commission

FROM: Greg Hubinger

RE: Summary of proposed changes to the LCC Benefit Book

This memo summarizes proposed changes to the “Legislative Plan for Employee Benefits and Policies,” which establishes health insurance benefits, vacation and sick leave accrual policies, and numerous other benefits for legislative branch employees in the House, Senate, joint legislative offices and commissions. The insurance, vacation, severance, and sick leave policies are effective when adopted by the LCC. Other provisions are effective when they are adopted by the respective rules committees of the House and Senate.

Changes

- 1) **Update insurance chapter.** (Pages 32-54.) Under Minnesota Statutes section 43A.18, subdivision 6, the LCC is responsible for establishing insurance coverage for staff and members of the Legislature. Because the Legislature has traditionally decided to purchase insurance coverage through the State Employee Group Insurance Program (SEGIP), the LCC must adopt the insurance coverage that will become effective May 1, 2018.

The health, dental, life, and disability benefits provisions are initially bargained through a joint labor management committee that includes exclusive representatives from all the state’s unions. Final bargaining is completed between the state and the exclusive representatives for each union. As a result, the insurance provisions themselves are generally consistent from contract to contract.

Changes to the insurance chapter to conform with the state labor contracts and plans include:

- No changes to the underlying medical plan design, apart from eliminating co-pays for in-network convenience clinics and for online care.

- First dollar deductibles, office and prescription co-pays and co-insurance increase are unchanged.
- Incorporate statutory requirement to permit employees to opt out of coverage, if they provide other proof of coverage.
- Other changes include:
 - Increase minimum employee contribution for dental coverage from \$5.00 to \$13.50 per month.
 - Add coverage for dental implants at same coverage levels as other services.
 - Eliminate co-pays for dental sealants.
 - Expand orthodontia dental benefits to all members.
 - Increase coverage for dental benefits that were previously at 50% in-network to 80% in-network.
 - Increase dental maximum annual coverage from \$1,500 to \$2,000.
 - Permit employees who move from temporary to permanent positions to enroll in short and long term disability coverage without evidence of insurability.
 - Agree to implement a value-based insurance design pilot program for employees with chronic health conditions, which will initially focus on diabetes.

Changes to the dental plan will be effective January 1, 2019, after an open-enrollment period later this year.

- 2) **Paid parenting leave.** (Page 26.) Provides six weeks of paid parenting leave.
- a. Leave can be used for birth or adoption of a dependent child, or when a child is placed in the employee's home to adjudicate parentage in cases of surrogacy when the employee is the intended parent.
 - b. The leave must be completed within one year after the child's birth or arrival in the home.
 - c. This leave runs concurrently with other unpaid leave to which the employee is entitled.
 - d. Sick leave use provisions are modified to reflect this new leave: Adjust to six weeks the amount of sick leave a parent may take upon the birth or adoption of a dependent child.

If you have any questions about these proposed changes, please feel free to call me at 651.296.2963.

Attach: Benefit Book