



Legislative Coordinating Commission

72 State Office Building St. Paul, MN 55155-1201 Phone: (651) 296-9002 TDD (651) 296-9896 www.lcc.leg.mn

DATE: December 4, 2019

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.

These proposed changes reflect the work of a Senate, House and LCC staff group. Their names are provided at the end of this summary.

Changes

1. **Harassment and Discrimination** (pages 3-5). Insert new language reflecting policies adopted by the House, Senate and LCC.
2. **Update insurance chapter.** (Pages 32-55). 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 January 1, 2020.

The health, dental, life, and disability benefits provisions are initially bargained through a coalition that includes exclusive representatives from all of the state's unions. Final bargaining is completed between the state and the exclusive representatives for AFSCME and MAPE. As a result, the insurance provisions themselves are generally consistent from contract to contract. However, some minimal changes for financial and benefit issues (like eligibility and modifications to state contributions) may be bargained from contract to contract.

MMB and the employee representatives negotiated the following with regard to insurance:

- No changes to the underlying medical plan design.
- Out of pocket costs for the medical plan, including first dollar deductibles, office and prescription co-pays and co-insurance are all increased. A copy of these changes in fees is attached.
- In 2021, the \$5 reduction in the office visit copay is replaced by a \$70 credit to the individual deductible for employees completing qualified activities in the Wellbeing program.
- Changes to dental coverage include:
 - Preventive services do not apply to the \$2,000 annual maximum.
 - The maximum lifetime orthodontia benefit is increased from \$2,400 to \$3,000.
 - The agreement provides for the addition of vision insurance, to be negotiated through the Joint Labor Management coalition, and implemented in CY 21. This is a fully employee paid benefit.
 - The Accidental Death and Dismemberment employee maximum is increasing from \$100,000 to \$200,000 effective January 1, 2020. This is also a fully employee paid benefit.

Medical premiums are planned to increase by approximately 8% in each year of the contract. Dental premiums are increasing by 2.25% for Calendar Year 2020. (Premiums are determined by MMB, and are not negotiated.)

3. Vacation leave accruals (page 14). Recognize work experience in a tribal government or local unit of government outside of Minnesota when calculating length of service for determining vacation leave accruals.
4. Sick leave use (page 17). Permit use of sick leave to attend a special education meeting regarding the employee's child.
5. Voting leave (page 26). Clarify that voting leave can be taken to participate in tribal elections.
6. Deferred Compensation (pages 57-58). Increase matching employer contributions to employee deferred compensation accounts: House from \$500 to \$750, Senate from \$950 to \$1,150, and LCC from \$725 to \$950. For employees who instead convert vacation leave to deferred compensation, increase the maximum from 40 hours per year to 50 hours.
7. Wage Theft Prevention (pages 7 and 9). Adds requirement that appointing authority provide each employee with a written notice containing certain information, including information on exempt or non-exempt status, at the start of employment and then prior to making any subsequent changes.

Technical changes

8. Human Resources Offices (pages 6, 8, 18, 30). Update references to legislative Human Resources Offices to ensure consistent interpretation and applications of personnel policies.
9. Lactation room (page 7). Update locations.
10. Service award program (page 9). Clarify basis under which Senate calculates qualifying service.
11. Calendar years (pages 10, 13, 57). Update references to "calendar year" and "payroll year."
12. References to employees (Throughout). Replace references to "his/her" to "the employee."
13. Leave donation (Page 24). Clarify that employees can donate compensatory time, as well as vacation leave, to another employee, if they meet the Appointing Authority's eligibility criteria.

- 14. Paid Parental Leave (page 27). Delete a transition provision.
- 15. Expense reimbursements (Page 62). Update references to mileage reimbursement limits.
Clarify eligibility for laundry expense reimbursements.

Benefit Book staff group

Kelly Knight (House)	Annette Gratke (Senate)
Barb Juelich (House)	Nathan Armstrong (Senate)
Kelly Foehl (House)	Carlton Doyle-Fontaine (Senate)
Ben Weeks (House)	Stephanie James (Senate)
Sheree Speer (Revisor)	John McCullough (Revisor)
Elizabeth Lincoln (Reference Library)	Shelly Gilb (Legislative Auditor)
Greg Hubinger (LCC)	Diane Henry-Wangenstein (LCC)

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

Attach: Benefit Book