

**1999 DRAFTING REQUEST**

**Bill**

Received: 02/2/99

Received By: **champra**

Wanted: **As time permits**

Identical to LRB:

For: **Mark Pocan (608) 266-8570**

By/Representing: **Tim**

This file may be shown to any legislator: **NO**

Drafter: **champra**

May Contact:

Alt. Drafters:

Subject: **Employ Pub - employe benefits**

Extra Copies:

**Pre Topic:**

No specific pre topic given

**Topic:**

Employer contributions for health insurance for certain state employes

**Instructions:**

1997 Act 202 allows for employer pick-up for former LTEs who became permanent employes; have a window to allow these people who became permanent full-time employes before enactment of 1997 Act 202 to have employer pick up contributions; also, require DETF to contact elibible employes to alert them about the window

**Drafting History:**

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
/1	champra 02/11/99	jgeller 02/14/99	jfrantze 02/15/99	_____	gretskl 02/15/99	lrb_docadminState 03/19/99	

FE Sent For:

06-01-99

<END>

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1/?	champra	1/2/14 jcg	2/15	2/15			

FE Sent For:

<END>

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Susan Sklenar  
937 Clarence Ct  
Madison Wi 53715  
(H) (608) 251-1266

January 4, 1998

Honorable Mark Pocan  
PO Box 8953  
Madison Wi 53708-8953

Re: Health insurance for classified state employees

I would like some help in understanding the state's thinking on denying health insurance to classified state employees who had previously been limited term state employees in the same job.

Confused by that? Me too.

In February of 1996 I became a permanent part-time classified employee for the Wisconsin Survey Research Laboratory which is a department of the UW-Extension.

At that time I was told that I was not eligible to have the state cover any health insurance benefits because I had not elected to participate as an LTE. Of course, as an LTE, I was limited to 20 hours per week and would still have had to pay one half of the premium amount. It would have been a choice of health care coverage or eating. Since being able to eat on a regular basis is a more pressing need, I chose not to participate in the health insurance option.

Upon being hired as a permanent employee, if I had walked in off the street and was hired for the same position, I would have been eligible for the state to cover my health insurance premiums in six months after my probation period ended. As an LTE who then became permanent, I would have to pay double premiums for the first three months on the most expensive plan offered and continue to pay for that plan until the dual choice enrollment period. At which time I could then switch to a plan of my choice and the state would then pick up their share of the premiums come the next January 1<sup>st</sup>.

My question is this: Why the double standard? Why should it make a difference that I was an LTE before becoming a permanent employee? Why should I be punished for having worked in the same job beforehand? What kind of an image is the state of Wisconsin trying to portray?

I believe the state admitted wrong-doing when it passed Act ; go on to become permanent employees shall have a 30 day pe: benefits they had previously chosen not to participate in. Ho who go from LTE to permanent status as of May 12, 1998. I grandfathering the people, like myself, who were not allowe

I'm confused. I don't understand. Please help. I can be rea if you need to reach me. Thank you for helping me understa

Very Sincerely,

Susan Sklenar

Richard -  
Thank you  
for taking a look  
at this -  
Please call with  
any questions -  
Thanks -  
Tina  
6-6570



JLg

1999 BILL

WFO-check  
auto refs

gen cat

1 AN ACT ...; relating to: employer contributions for the payment of group health  
2 insurance coverage for certain state employees.

*Analysis by the Legislative Reference Bureau*

Currently, state employees are eligible to receive health insurance from the state without furnishing any evidence of insurability or being subject to any waiting period by electing to become covered within 30 days of hire or by electing coverage prior to becoming eligible for employer contributions towards the premium costs of health insurance. Most state employees become eligible for the employer contribution on the first day of the <sup>7th</sup> ~~7th~~ month after the employee's date of hire. Generally, if a state employee does not elect at either of these times, he or she may only subsequently become insured by the state by furnishing evidence of insurability and abiding by any contractual waiting periods. In addition, the employee may only initially receive coverage under the state's self-insured health insurance plan. Under this plan, the employer contribution is 90% of the gross premium cost for the plan as compared to the other plans offered by the state in which the employer contribution is 105% of the gross premium cost of the health insurance plan with the lowest premium costs available to the employee.

This bill permits any state employee who does not receive health insurance from the state, but who is eligible to receive the employer contribution, to receive coverage under one of the plans in which the employer contribution is 105% of the gross premium cost of the health insurance plan with the lowest premium costs available to the employee, without having first to be covered under the state's self-insured health insurance plan. In order to receive such coverage, the employee must submit

**BILL**

the department of employe trust funds  
a request to (DETF) no later than the first day of the ~~7th~~<sup>seventh</sup> month beginning after the effective date of the bill. Any state employe who submits such a request shall receive the employer contribution for the group health insurance plan beginning on the January 1 that first occurs after the date on which DETF receives the request.

For further information see the *state* fiscal estimate, which will be printed as an appendix to this bill.

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*The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:*

1           **SECTION 1. Nonstatutory provisions.**

2           (1) In this section:

3           (a) "Department" means the department of employe trust funds.

4           (b) "Insured employe" has the meaning given in section 40.02 (39) of the  
5 statutes.

6           (c) "State agency" has the meaning given in section 40.02 (54) of the statutes.

7           (d) "State employe" has the meaning given in section 40.02 (54t) of the statutes.

8           (2) Notwithstanding section 40.51 (2) of the statutes, any state employe who  
9 is not an insured employe with respect to a group health insurance plan provided  
10 under section 40.51 (6) or 40.52 (1) of the statutes, but who would be eligible to receive  
11 the employer contribution under section 40.05 (4) (ag) 2. of the statutes if he or she  
12 were an insured employe, may elect to receive the employer contribution for a group  
13 health insurance plan provided under section 40.51 (6) of the statutes without  
14 having first to be covered under the health insurance plan offered under section  
15 40.52 (1) of the statutes. In order to make such an election the employe must submit  
16 a request to the department, on a form provided by the department, to receive the  
17 employer contribution and the request must be received by the department no later  
18 than the first day of the 7th month beginning after the effective date of this  
19 subsection. Any state employe who submits such a request shall receive the

**BILL**

1 employer contribution for any group health insurance plan provided under section  
2 40.51 (6)✓ of the statutes beginning on the January 1 that first occurs after the date  
3 on which the department receives the request.

4 (3) No later than the first day of the 2nd month beginning after the effective  
5 date of this subsection,✓ the department shall provide all state agencies with forms  
6 on which state employes may make an election under subsection (2). State agencies  
7 shall make the forms available to their employes. *a.s.*

8

(END)



10/1/19

**SUBMITTAL  
FORM**

**LEGISLATIVE REFERENCE BUREAU  
Legal Section Telephone: 266-3561  
5th Floor, 100 N. Hamilton Street**

The attached draft is submitted for your inspection. Please check each part carefully, proofread each word, and sign on the appropriate line(s) below.

**Date:** 2/15/99

**To:** Representative Pocan

**Relating to LRB drafting number:** LRB-2098

**Topic**

Employer contributions for health insurance for certain state employes

**Subject(s)**

Employ Pub - employe benefits

1. **JACKET** the draft for introduction Rep. Pocan

in the **Senate** \_\_\_ or the **Assembly**  (check only one). Only the requester under whose name the drafting request is entered in the LRB's drafting records may authorize the draft to be submitted. Please allow one day for the preparation of the required copies.

2. **REDRAFT.** See the changes indicated or attached \_\_\_\_\_.

A revised draft will be submitted for your approval with changes incorporated.

3. Obtain **FISCAL ESTIMATE NOW**, prior to introduction \_\_\_\_\_.

If the analysis indicates that a fiscal estimate is required because the proposal makes an appropriation or increases or decreases existing appropriations or state or general local government fiscal liability or revenues, you have the option to request the fiscal estimate prior to introduction. If you choose to introduce the proposal without the fiscal estimate, the fiscal estimate will be requested automatically upon introduction. It takes about 10 days to obtain a fiscal estimate. Requesting the fiscal estimate prior to introduction retains your flexibility for possible redrafting of the proposal.

If you have any questions regarding the above procedures, please call 266-3561. If you have any questions relating to the attached draft, please feel free to call me.

Richard A. Champagne, Legislative Attorney  
Telephone: (608) 266-9930