
A BILL FOR AN ACT

RELATING TO THE HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST
FUND.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The purpose of this Act is to address the
2 Hawaii employer-union health benefits trust fund. Specifically,
3 this Act amends the contribution provisions for an employee
4 hired by the State or a county after June 30, 2013.

5 More specifically, this Act:

- 6 (1) Sets, at a specified dollar amount, the state or
7 county monthly contribution for the health benefits
8 plan in which a new employee is enrolled;
- 9 (2) Provides for the automatic adjustment of the state or
10 county monthly contribution for the health benefits
11 plan on July 1 of each odd-numbered year;
- 12 (3) Requires the board of trustees of the trust fund to
13 establish certain types of health benefits plans; and
- 14 (4) Makes the state or county monthly contribution for a
15 new employee nonnegotiable under collective
16 bargaining.



1 This Act also makes an employee hired after June 30, 2013,
2 ineligible for group life insurance benefits.

3 SECTION 2. Chapter 87A, Hawaii Revised Statutes, is
4 amended by adding two new sections to part IV to be
5 appropriately designated and to read as follows:

6 "§87A-A State and county contributions; employees first
7 hired after June 30, 2013, during active service. (a) This
8 section shall apply to an employee who is first hired after June
9 30, 2013, during the active service of the employee.

10 (b) Except as limited under subsection (d), the State,
11 through the department of budget and finance, and the counties,
12 through their respective departments of finance, shall pay to
13 the fund for each employee subject to this section the
14 following, as applicable:

15 (1) Medical benefits plan with prescription drug benefits:

16 (A) For an employee enrolled in a family medical
17 benefits plan with prescription drug benefits,
18 the lesser of \$640 or the actual monthly cost of
19 the family medical benefits plan;

20 (B) For an employee enrolled in a two-party medical
21 benefits plan with prescription drug benefits,



1 the lesser of \$502 or the actual monthly cost of
2 the two-party medical benefits plan; or

3 (C) For an employee enrolled in a self medical
4 benefits plan with prescription drug benefits,
5 the lesser of \$207 or the actual monthly cost of
6 the self medical benefits plan;

7 (2) Medical benefits plan without prescription drug
8 benefits:

9 (A) For an employee enrolled in a family medical
10 benefits plan without prescription drug benefits,
11 the lesser of \$519 or the actual monthly cost of
12 the family medical benefits plan;

13 (B) For an employee enrolled in a two-party medical
14 benefits plan without prescription drug benefits,
15 the lesser of \$407 or the actual monthly cost of
16 the two-party medical benefits plan; or

17 (C) For an employee enrolled in a self medical
18 benefits plan without prescription drug benefits,
19 the lesser of \$168 or the actual monthly cost of
20 the self medical benefits plan;

21 (3) Prescription drug benefits:



1 (A) For an employee enrolled in a family prescription
2 drug benefits plan, the lesser of \$122 or the
3 actual monthly cost of the family prescription
4 drug benefits plan;

5 (B) For an employee enrolled in a two-party
6 prescription drug benefits plan, the lesser of
7 \$95 or the actual monthly cost of the two-party
8 prescription drug benefits plan; or

9 (C) For an employee enrolled in a self prescription
10 drug benefits plan, the lesser of \$40 or the
11 actual monthly cost of the self prescription drug
12 benefits plan;

13 (4) Dental benefits plan:

14 (A) For an employee enrolled in a family dental
15 benefits plan, the lesser of \$59 or the actual
16 monthly cost of the family dental benefits plan;

17 (B) For an employee enrolled in a two-party dental
18 benefits plan, the lesser of \$36 or the actual
19 monthly cost of the two-party dental benefits
20 plan; or



- 1 (C) For an employee enrolled in a self dental
2 benefits plan, the lesser of \$18 or the actual
3 monthly cost of the self dental benefits plan;
- 4 (5) Vision benefits plan:
- 5 (A) For an employee enrolled in a family vision
6 benefits plan, the lesser of \$9 or the actual
7 monthly cost of the family vision benefits plan;
- 8 (B) For an employee enrolled in a two-party vision
9 benefits plan, the lesser of \$7 or the actual
10 monthly cost of the two-party vision benefits
11 plan; or
- 12 (C) For an employee enrolled in a self vision
13 benefits plan, the lesser of \$4 or the actual
14 monthly cost of the self vision benefits plan.
- 15 (c) An employee subject to this section may enroll in a
16 self, two-party, or family health benefits plan or two or more
17 health benefits plans that do not provide duplicate benefits;
18 provided that the state or county monthly contribution for the
19 employee shall be calculated or limited in accordance with
20 subsection (b) or subsection (d), no matter the type or number
21 of health benefits plan or plans in which the employee is
22 enrolled.



1 (d) The following shall apply to the state or county
2 monthly contribution for an employee subject to this section:

3 (1) If employees subject to this section are married to
4 each other or in a civil union or reciprocal
5 beneficiary relationship with each other, then the
6 state or monthly contribution for them shall not
7 exceed the sum of the contributions to which each
8 employee is entitled;

9 (2) If an employee subject to this section is married to
10 or in a civil union or reciprocal beneficiary
11 relationship with an employee subject to section 87A-
12 32, section 87A-B shall apply to them;

13 (3) If the State or any of the counties establish
14 cafeteria plans in accordance with Title 26, United
15 States Code section 125, the Internal Revenue Code of
16 1986, as amended, and section 78-30, the state or
17 county monthly contribution for employees who
18 participate in a cafeteria plan shall be made through
19 the cafeteria plan, and the payments made by the State
20 or counties shall include their respective
21 contributions to the fund and the employee's share of
22 the cost of the employee's health benefits plan.



1 (e) The state or county monthly contribution for each
2 health benefits plan under subsection (a) shall be adjusted on
3 July 1 of each odd-numbered year, beginning July 1, 2017, in
4 accordance with this section.

5 The state or county monthly contribution for a health
6 benefits plan to be effective on July 1 of an odd-numbered year
7 shall be calculated by adjusting the state or county monthly
8 contribution for the health benefits plan that was effective on
9 July 1 of the previous odd-numbered year by the lesser of the
10 following:

11 (1) The percentage change between:

12 (A) The aggregate general fund expenditure ceiling
13 for the fiscal year commencing on July 1 of the
14 odd-numbered year for which the base monthly
15 contribution is to be adjusted; and

16 (B) The aggregate general fund expenditure ceiling
17 for the fiscal year commencing on July 1 of the
18 previous odd-numbered year; or

19 (2) The percentage increase or decrease between:

20 (A) The lowest medicare part B premium rate in effect
21 on July 1 of the odd-numbered year for which the
22 monthly contribution is to be adjusted; and



1 (B) The lowest medicare part B premium rate in effect
2 on July 1 of the previous odd-numbered year.

3 As used in this paragraph, "lowest medicare part B
4 premium rate" means the rate of the lowest dollar
5 amount published in the Federal Register each year on
6 November 1 or on the business day closest to November
7 1 of each year after the medicare part B premium rate
8 has been established by the Secretary of Health and
9 Human Services and approved by the United States
10 Congress.

11 (f) The State or county shall not make any monthly
12 contribution for an employee who is not enrolled in a health
13 benefits plan.

14 (g) Section 87A-40 shall apply to the contribution by an
15 employee subject to this section for a health benefits plan in
16 which the employee is enrolled.

17 §87A-B Treatment of employees subject to different state
18 or county contributions during active service. If a married
19 couple, civil union partners, or reciprocal beneficiaries are
20 comprised of an employee first hired before July 1, 2013, and an
21 employee first hired after June 30, 2013, and neither is
22 retired, the following shall apply:



- 1 (1) The employee first hired before July 1, 2013, may
2 enroll in a self plan and be entitled to a state or
3 county monthly contribution determined in accordance
4 with section 87A-32. The employee first hired after
5 June 30, 2013, may enroll separately in a self plan
6 and be entitled to a state or county monthly
7 contribution determined in accordance with section
8 87A-A;
- 9 (2) One employee may enroll in a two-party plan under
10 section 87A-32 or 87A-A that provides coverage for the
11 spouse, civil union partner, or reciprocal
12 beneficiary, and the employee enrolled shall be
13 entitled to a state or county monthly contribution
14 determined in accordance with the section 87A-32 or
15 87A-A, as applicable. The spouse, civil union
16 partner, or reciprocal beneficiary shall not be
17 entitled to a separate state or county monthly
18 contribution; or
- 19 (3) One employee may enroll in a family plan under section
20 87A-32 or 87A-A that provides coverage for the spouse,
21 civil union partner, or reciprocal beneficiary, as
22 well as other family members, and the employee



1 enrolled shall be entitled to a state or county
2 monthly contribution determined in accordance with
3 section 87A-32 or 87A-A, as applicable. The spouse,
4 civil union partner, or reciprocal beneficiary shall
5 not be entitled to a separate state or county monthly
6 contribution."

7 SECTION 3. Section 87A-1, Hawaii Revised Statutes, is
8 amended as follows:

9 1. By adding four new definitions to be appropriately
10 inserted and to read:

11 "Dental benefits plan" means a group insurance contract or
12 service agreement offered by a carrier providing dental benefits
13 only or a similar schedule of benefits provided through the fund
14 on a self-insured basis.

15 "Medical benefits plan" means a group insurance contract or
16 service agreement offered by a carrier providing medical,
17 hospital, surgical, and other health care benefits or a similar
18 schedule of benefits that are provided through the fund on a
19 self-insured basis. A "medical benefits plan" may include
20 prescription drug benefits if the plan also provides hospital,
21 surgical, and other health care benefits. The term does not
22 include a "long-term care benefits plan".



1 "Prescription drug benefits plan" means a group insurance
2 contract or service agreement offered by a carrier providing
3 prescription drug benefits only or a similar schedule of
4 benefits that are provided through the fund on a self-insured
5 basis.

6 "Vision benefits plan" means a group insurance contract or
7 service agreement offered by a carrier providing vision benefits
8 only or a similar schedule of benefits that are provided through
9 the fund on a self-insured basis."

10 2. By amending the definition of "health benefits plan" to
11 read:

12 "Health benefits plan" [means+

13 ~~(1) A group insurance contract or service agreement that~~
14 ~~may include medical, hospital, surgical, prescribed~~
15 ~~drugs, vision, and dental services, in which a carrier~~
16 ~~agrees to provide, pay for, arrange for, or reimburse~~
17 ~~the cost of the services as determined by the board,~~
18 ~~or~~

19 ~~(2) A similar schedule of benefits established by the~~
20 ~~board and provided through the fund on a self-insured~~
21 ~~basis.] is a general term inclusive of a dental~~
22 benefits plan, medical benefits plan, prescription



1 drug benefits plan, or vision benefits plan. The term
2 does not include a "long-term care benefits plan"."

3 SECTION 4. Section 87A-16, Hawaii Revised Statutes, is
4 amended to read as follows:

5 "[+]§87A-16[+] **Health benefits plan; carriers.** (a) The
6 board shall establish [~~the~~] health benefits [~~plan or~~] plans,
7 [~~which~~] that shall be exempt from the minimum group requirements
8 of chapter 431[-] and fit into one of the plan types, a state or
9 county monthly contribution for which is set under section 87A-
10 A(b). The health benefits plans shall include at least one of
11 each of the following types:

12 (1) A medical benefits plan with prescription drug
13 benefits;

14 (2) A medical benefits plan without prescription drug
15 benefits;

16 (3) A dental benefits plan;

17 (4) A prescription drug benefits plan; and

18 (5) A vision benefits plan.

19 (b) The board may contract for the health benefits plans
20 or provide health benefits through a noninsured schedule of
21 benefits."



1 SECTION 5. Section 87A-17, Hawaii Revised Statutes, is
2 amended to read as follows:

3 "[~~+~~]~~§87A-17~~[+] Group life insurance benefits or group life
4 insurance program. The board may provide benefits under a group
5 life insurance benefits program or group life insurance program
6 to employees[~~-~~] hired before July 1, 2013.

7 The board shall not provide a group life insurance benefits
8 program or group life insurance program to an employee hired
9 after June 30, 2013, during the employee's active service or
10 after the employee's retirement."

11 SECTION 6. Section 87A-19, Hawaii Revised Statutes, is
12 amended to read as follows:

13 "[~~+~~]~~§87A-19~~[~~]-Plans~~] Medical benefits plan or plans for
14 part-time, temporary, and seasonal or casual employees. (a)

15 The board may offer a medical[~~, hospital, or surgical~~] benefits
16 plan or plans to part-time, temporary, and seasonal or casual
17 employees at no cost to the employers. The board may determine
18 eligibility for part-time, temporary, and seasonal or casual
19 employees by rules exempt from chapter 91 as provided in section
20 87A-26.

21 (b) The board shall establish the medical[~~, hospital, or~~
22 ~~surgical~~] benefits plan or plans, which shall be exempt from the



1 minimum group requirements of article 10A of chapter 431. [The
2 ~~medical, hospital, or surgical benefits plan or plans shall~~
3 ~~provide, pay for, arrange for, or reimburse the cost of medical,~~
4 ~~hospital, or surgical services, and may include prescribed~~
5 ~~hospital in-patient and out-patient service and medical~~
6 ~~benefits.]~~

7 (c) The board may contract for the medical [~~hospital, or~~
8 ~~surgical~~] benefits plan or plans. Each part-time, temporary,
9 and seasonal or casual employee enrolled [~~for~~] in a medical [~~hospital, or surgical~~]
10 benefits plan shall pay monthly
11 contributions directly to the board's designated carriers. The
12 monthly contributions may include the carrier's administrative
13 costs."

14 SECTION 7. Section 87A-32, Hawaii Revised Statutes, is
15 amended to read as follows:

16 "[~~+~~]**§87A-32**[~~+~~] **State and county contributions; [active]**
17 **employees**[~~-~~] first hired before July 1, 2013, during active
18 service. (a) This section shall apply to an active employee
19 first hired before July 1, 2013, during active service.

20 (b) The State, through the department of budget and
21 finance, and the counties, through their respective departments
22 of finance, shall pay to the fund a monthly contribution equal



1 to the amount established under chapter 89C or specified in the
2 applicable public sector collective bargaining agreements,
3 whichever is appropriate, for each of their respective employee-
4 beneficiaries and employee-beneficiaries with dependent-
5 beneficiaries, which shall be used toward the payment of costs
6 of a health benefits plan; provided that:

7 (1) The monthly contribution shall be a specified dollar
8 amount;

9 (2) The monthly contribution shall not exceed the actual
10 cost of a health benefits plan;

11 (3) If both husband and wife, civil union partners, or
12 reciprocal beneficiaries are employee-beneficiaries [7]
13 subject to this section, the total contribution by the
14 State or the county shall not exceed the monthly
15 contribution for a family plan; [and]

16 (4) If an employee subject to this section is married to
17 or a civil union partner or reciprocal beneficiary of
18 an employee subject to section 87A-A, section 87A-B
19 shall apply to them; and

20 [-4+] (5) If the State or any of the counties establish
21 cafeteria plans in accordance with Title 26, United
22 States Code section 125, the Internal Revenue Code of



1 1986, as amended, and [~~part II of chapter 78,~~] section
2 78-30, the monthly contribution for those employee-
3 beneficiaries who participate in a cafeteria plan
4 shall be made through the cafeteria plan, and the
5 payments made by the State or counties shall include
6 their respective contributions to the fund and their
7 employee-beneficiary's share of the cost of the
8 employee-beneficiary's health benefits plan.

9 ~~[(b)]~~ (c) The State, through the department of budget and
10 finance, and the counties, through their respective departments
11 of finance, shall pay to the fund a monthly contribution equal
12 to the amount established under chapter 89C or specified in the
13 applicable public sector collective bargaining agreement,
14 whichever is applicable, for each of their respective employees,
15 to be used toward the payment of group life insurance benefits
16 for each employee."

17 SECTION 8. Section 87A-39, Hawaii Revised Statutes, is
18 amended to read as follows:

19 "~~[-]~~§87A-39~~[+]~~ **Reimbursement for state contributions.** (a)
20 All state agencies having control of funds other than the
21 general fund shall reimburse the State for contributions made by
22 the State pursuant to [~~sections 87A-32, 87A-33, 87A-34, 87A-35,~~



1 ~~87A-36, and 87A-37]~~ this chapter on account of agency employees
2 whose compensation is paid in whole or part from funds other
3 than the general fund.

4 (b) All state and county agencies receiving federal funds,
5 which may be expended for the purpose of replacing the
6 contributions payable by the State to the fund, shall set aside
7 a portion of the federal funds sufficient to reimburse the State
8 for contributions made by the State pursuant to [~~sections 87A-~~
9 ~~32, 87A-33, 87A-34, 87A-35, 87A-36, and 87A-37,~~] this chapter on
10 account of the employees in the agencies whose compensation is
11 paid in whole or part from federal funds."

12 SECTION 9. Section 89-2, Hawaii Revised Statutes, is
13 amended as follows:

14 1. By amending the definition of "collective bargaining"
15 to read:

16 ""Collective bargaining" means the performance of the
17 mutual obligations of the public employer and an exclusive
18 representative to meet at reasonable times, to confer and
19 negotiate in good faith, and to execute a written agreement with
20 respect to wages, hours, amounts of contributions by the State
21 and counties to the Hawaii employer-union health benefits trust
22 fund[~~7~~] for employees hired before July 1, 2013, and other terms



1 and conditions of employment, except that by any such obligation
2 neither party shall be compelled to agree to a proposal or be
3 required to make a concession. For the purposes of this
4 definition, "wages" includes the number of incremental and
5 longevity steps, the number of pay ranges, and the movement
6 between steps within the pay range and between the pay ranges on
7 a pay schedule under a collective bargaining agreement."

8 2. By amending the definition of "employee organization"
9 to read:

10 "Employee organization" means any organization of any kind
11 in which public employees participate and which exists for the
12 primary purpose of dealing with public employers concerning
13 grievances, labor disputes, wages, hours, amounts of
14 contributions by the State and counties to the Hawaii employer-
15 union health benefits trust fund^[7] for employees hired before
16 July 1, 2013, and other terms and conditions of employment of
17 public employees."

18 SECTION 10. Section 89-9, Hawaii Revised Statutes, is
19 amended as follows:

20 1. By amending subsection (a) to read:

21 "(a) The employer and the exclusive representative shall
22 meet at reasonable times, including meetings sufficiently in



1 advance of the February 1 impasse date under section 89-11, and
2 shall negotiate in good faith with respect to wages, hours, the
3 amounts of contributions by the State and respective counties to
4 the Hawaii employer-union health benefits trust fund [~~to the~~
5 ~~extent allowed in subsection (e),~~] for employees hired before
6 July 1, 2013, and other terms and conditions of employment
7 [~~which~~] that are subject to collective bargaining and [~~which~~]
8 that are to be embodied in a written agreement as specified in
9 section 89-10, but [~~such~~] the obligation does not compel either
10 party to agree to a proposal or make a concession[~~;~~ ~~provided~~
11 ~~that the parties may not negotiate with respect to cost items as~~
12 ~~defined by section 89-2 for the biennium 1999 to 2001, and the~~
13 ~~cost items of employees in bargaining units under section 89-6~~
14 ~~in effect on June 30, 1999, shall remain in effect until July 1,~~
15 ~~2001]."~~

16 2. By amending subsections (d) and (e) to read:

17 "(d) Excluded from the subjects of negotiations are
18 matters of classification, reclassification, benefits of [~~but~~
19 ~~not~~] the Hawaii employer-union health benefits trust fund,
20 contributions to the Hawaii employer-union health benefits trust
21 fund[~~;~~] for employees hired after June 30, 2013, or retired
22 employees, recruitment, examination, initial pricing, and



1 retirement benefits except as provided in section 88-8(h). The
2 employer and the exclusive representative shall not agree to any
3 proposal [~~which~~] that would be inconsistent with the merit
4 principle or the principle of equal pay for equal work pursuant
5 to section 76-1 or [~~which~~] that would interfere with the rights
6 and obligations of a public employer to:

- 7 (1) Direct employees;
- 8 (2) Determine qualifications, standards for work, and the
9 nature and contents of examinations;
- 10 (3) Hire, promote, transfer, assign, and retain employees
11 in positions;
- 12 (4) Suspend, demote, discharge, or take other disciplinary
13 action against employees for proper cause;
- 14 (5) Relieve an employee from duties because of lack of
15 work or other legitimate reason;
- 16 (6) Maintain efficiency and productivity, including
17 maximizing the use of advanced technology, in
18 government operations;
- 19 (7) Determine methods, means, and personnel by which the
20 employer's operations are to be conducted; and



1 (8) Take [~~such actions as~~] any action that may be
2 necessary to carry out the missions of the employer in
3 cases of emergencies.

4 This subsection shall not be used to invalidate provisions
5 of collective bargaining agreements in effect on and after June
6 30, 2007, and shall not preclude negotiations over the
7 procedures and criteria on promotions, transfers, assignments,
8 demotions, layoffs, suspensions, terminations, discharges, or
9 other disciplinary actions as a permissive subject of bargaining
10 during collective bargaining negotiations or negotiations over a
11 memorandum of agreement, memorandum of understanding, or other
12 supplemental agreement.

13 Violations of the procedures and criteria so negotiated may
14 be subject to the grievance procedure in the collective
15 bargaining agreement.

16 (e) Negotiations relating to contributions to the Hawaii
17 employer-union health benefits trust fund authorized under this
18 chapter shall be for the purpose of agreeing upon the amounts
19 which the State and counties shall contribute under section 87-
20 4, toward the payment of the costs for a health benefits plan,
21 as defined in section 87-1(8), and group life insurance
22 benefits, and the parties shall not be bound by the amounts



1 contributed under prior agreements; provided that section 89-11
2 for the resolution of disputes by way of arbitration shall not
3 be available to resolve impasses or disputes relating to the
4 amounts the State and counties shall contribute to the Hawaii
5 employer-union health benefits trust fund."

6 SECTION 11. Section 89-11, Hawaii Revised Statutes, is
7 amended by amending subsection (g) to read as follows:

8 "(g) The decision of the arbitration panel shall be final
9 and binding upon the parties on all provisions submitted to the
10 arbitration panel. If the parties have reached agreement with
11 respect to the amounts of contributions by the State and
12 counties to the Hawaii employer-union health benefits trust fund
13 for employees hired before July 1, 2013, by the tenth working
14 day after the arbitration panel issues its decision, the final
15 and binding agreement of the parties on all provisions shall
16 consist of the panel's decision and the amounts of contributions
17 agreed to by the parties. If the parties have not reached
18 agreement with respect to the amounts of contributions by the
19 State and counties to the Hawaii employer-union health benefits
20 trust fund by the close of business on the tenth working day
21 after the arbitration panel issues its decision, the parties
22 shall have five days to submit their respective recommendations



1 for such contributions to the legislature, if it is in session,
2 and if the legislature is not in session, the parties shall
3 submit their respective recommendations for such contributions
4 to the legislature during the next session of the legislature.
5 In such event, the final and binding agreement of the parties on
6 all provisions shall consist of the panel's decision and the
7 amounts of contributions established by the legislature by
8 enactment, after the legislature has considered the
9 recommendations for such contributions by the parties. It is
10 strictly understood that no member of a bargaining unit subject
11 to this subsection shall be allowed to participate in a strike
12 on the issue of the amounts of contributions by the State and
13 counties to the Hawaii employer-union health benefits trust
14 fund. The parties shall take whatever action is necessary to
15 carry out and effectuate the final and binding agreement. The
16 parties may, at any time and by mutual agreement, amend or
17 modify the panel's decision.

18 Agreements reached pursuant to the decision of an
19 arbitration panel and the amounts of contributions by the State
20 and counties to the Hawaii employer-union health benefits trust
21 fund, as provided herein, shall not be subject to ratification
22 by the employees concerned. All items requiring any moneys for



1 implementation shall be subject to appropriations by the
 2 appropriate legislative bodies and the employer shall submit all
 3 such items within ten days after the date on which the agreement
 4 is entered into as provided herein, to the appropriate
 5 legislative bodies."

6 SECTION 12. This Act does not affect health benefit plan
 7 contributions for a state or county employee first hired after
 8 June 30, 2013, that were established under a collective
 9 bargaining contract, the cost items of which were approved
 10 before the effective date of this Act.

11 This Act shall not apply to such an employee until the
 12 initial expiration date of the collective bargaining contract,
 13 whether renewed or not.

14 SECTION 13. Statutory material to be repealed is bracketed
 15 and stricken. New statutory material is underscored.

16 SECTION 14. This Act shall take effect on July 1, 2013.

17

INTRODUCED BY: Calvin K. Boy

JAN 13 2012



Report Title:

Hawaii Employer-Union Health Benefits Trust Fund; New State and County Employees

Description:

Sets statutorily the state or county monthly contributions for the health benefits plans of an employee who is first hired after 06/30/13 during the employee's active service. Provides for biennial adjustment of the contributions. Makes the state or county monthly contributions for the new employee nonnegotiable under collective bargaining. Makes a new employee ineligible for group life insurance benefits.

The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.

