



**UTAH PUBLIC EMPLOYEES' ASSOCIATION  
2021 LEGISLATIVE PACKAGE**

UPEA had a very successful 2020 Legislative Session. With the help of our members, UPEA successfully lobbied the House and Senate to fund a higher compensation package than was proposed by the governor. The approved compensation package included a 3 percent increase in pay, an additional 2 percent for targeted hotspots, and funding for the health insurance increase (\$6.8 million) and retirement for a total compensation package increase of 5 percent.

In the weeks following the General Session, Governor Herbert declared a state of emergency and the future of Utah's economy was uncertain. Because of the numerous challenges surrounding COVID-19, the state budget was reduced back down to the fiscal year 2020 base budget, eliminating the newly appropriated funding for the compensation package.

<p>COMPENSATION</p> <ul style="list-style-type: none"> <li>• COLA Increase</li> </ul>	<p>As a result of the lack of significant pay increases over the past several years, and since most of the state's employees are deemed "essential" in this time of crisis, UPEA's highest priority for the 2021 legislative session is compensation.</p>
<p>HEALTH INSURANCE</p> <ul style="list-style-type: none"> <li>• Health Insurance Premium Split</li> <li>• Maintain Current Health Plan</li> <li>• Mental Health Benefits</li> </ul>	<p>UPEA will advocate for the Legislature to fully fund any health insurance premium increase. In addition, UPEA will lobby to keep the current structure of health insurance co-pays, co-insurance, deductibles, and other plan benefits funded at the same rate.</p> <p>Premium increases or benefit changes should be applied equitably between the Star and Traditional plans. UPEA also supports equal marketing of both the Traditional and Star plans by the Public Employees Health Plan (PEHP).</p> <p>State employees currently share a 92/8 health insurance premium split (92 percent employer paid/8 percent employee paid). UPEA will work to maintain the current health insurance premium split.</p> <p>Out-of-pocket maximums, on both plans, should be maintained at the current levels.</p> <p>UPEA will lobby to secure enhanced mental health benefits including increased coverage, additional providers, and educational resources to guide employees through the mental health process.</p>



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<p>RETIREMENT</p> <ul style="list-style-type: none"><li>• Tier I &amp; II Contribution Rate Increase</li></ul>	<p>The Utah Retirement System (URS) is not proposing a retirement contribution rate increase for either the Tier I or Tier II retirement systems.</p> <p>The current assumed rate of return (ROI) is 6.95 percent.</p>
<p>MERIT SYSTEM</p>	<p>The merit system provides due process rights for career service employees. UPEA will lobby to maintain the current merit system for employees.</p>
<p>PAYROLL DEDUCTION</p>	<p>UPEA will lobby against efforts to eliminate the ability of public employees to have UPEA dues deducted from their pay.</p>
<p>LEAVE/PAID TIME OFF</p>	<p>UPEA will protect, or support enhancements to, the current leave structure.</p>
<p>PRIVATIZATION</p>	<p>UPEA has an interest in preserving efficient, effective, and responsible governmental functions. UPEA will evaluate all moves to privatize any functions currently being conducted by public employees.</p>
<p>POST RETIREMENT EMPLOYMENT</p> <ul style="list-style-type: none"><li>• Retire/Rehire</li></ul>	<p>Throughout the last five Legislative Sessions, multiple bills have been sponsored to modify the post-retirement re-employment benefit. UPEA supports enhancing post-retirement legislation for the benefit of its members.</p>

UPEA monitors the issues that affect you and will keep you informed of important policy decisions. The UPEA staff meets with policy makers and department heads throughout the year.

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