



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 the 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, \$6.8 million in funding for the health insurance premium increase, and retirement, for a total compensation package increase of 5 percent.

In the weeks following the General Session, Gov. Gary Herbert declared a state of emergency due to the COVID-19 pandemic and Utah's economic future was uncertain. Because of the numerous challenges surrounding the pandemic, lawmakers reverted to the fiscal year 2020 base budget, eliminating the new appropriations for public employees' compensation package.

<p>COMPENSATION</p> <ul style="list-style-type: none">• Cost of Living Adjustment (COLA)	<p>As a result of the lack of significant pay increases over the past several years, and because most of the state's employees are deemed "essential" in this time of crisis, UPEA's priority for the 2021 legislative session is compensation.</p>
<p>HEALTH INSURANCE</p> <ul style="list-style-type: none">• Health Insurance Premium Split• Maintain Current Health Plan• Mental Health Benefits	<p>UPEA will advocate for the Legislature to fully fund any health insurance premium increases. In addition, UPEA will lobby to keep the current structure of health insurance co-pays, coinsurance, 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 pay 8 percent of their health insurance premium and the state pays 92 percent.. 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 more educational resources to help employees care for their mental health.</p>



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<p>RETIREMENT</p> <ul style="list-style-type: none">• Tier I & II Contribution Rate Increase	<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">• Retire/Rehire	<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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