

SB

239

Volume 02 Number 16
Thursday, January 24, 2002
ISSN 1523-5718

News In Brief

News Briefs
Employers Revisiting Military Leave, Survey Finds

Roughly three out of 10 employers have made adjustments to policies governing Military service since the Sept. 11 terrorist attacks, according to a BNA Web survey of 146 organizations.

Twenty-nine percent of surveyed employers have instituted more generous or Lenient provisions for military leave and reservists within the past few months, survey Results show. Greater leniency regarding military leave has been far more common among firms with 1,000 or more workers (49 percent) than in smaller establishments (21 percent). By industry, utilities (60 percent), manufacturers (41 percent), and service companies (38 percent) have been the most inclined to offer enhanced military leave benefits.

Copyright © 2002 by The Bureau of National Affairs, Inc . Washington D.C.

**Telephone Survey
1/27-28/02**

Salary/benefits an employee receives when called to duty as a National Guard member or reservist, by the President or the Governor

Home Depot

Tanya 1-800-654-0688

Supplements salary up to 100% for first 30 days, continues health, life, AD&D, etc. for 90 days, duration of absence is limited to 5 years

Chugach Electric

Mary 563-7494

Do not supplement salary, continues health insurance for 3 months then COBRA is available, do not limit duration of absence

GCI

Gwen Brew 265-5600

Supplement salary up to 75%, offer COBRA, do not limit duration of absence

Fred Meyers

Bernice Lloyd 269-1700

Do not supplement salary; offer COBRA, do not limit the duration of the absence

Costco

Lisa 344-6436

Do not supplement salary, continue health insurance for 6 months, do not limit the duration of the absence

Providence Alaska Medical Center

Shanny Moore 565-6467

Allow 2 weeks per year, receive regular salary and benefits

Matanuska Electric

Heidi Kelly 761-9219

No policy, situation has not arose

Golden Valley Electric

Theresa Brand-Sharp 458-5740

No policy, situation has not arose

ACS

Joanie Melchert 564-1924

Out of office through Wednesday

BP Exploration

Melinda Andrews 564-5653 left msg

Safeway

Melinda Stone 1-623-869-6100 ext 3800 left msg

Municipal Light & Power

Karen Moore 343-4514

Out until Tuesday

Sears

1-888-887-3277

Unable to reach a live person

Fairbanks Gold Mining Co.

488-4653 ext. 2863

Wells Fargo

1-877-479-3557 #0 #3

415-396-2927

612-667-8334

415-396-8077 Arnel Killian

510-464-1942 George Innies out of office until 2/4

Implementation of Uniformed Services Employee Return and Reemployment Act (USERRA)

	Military pay augmentation	Health Coverage continuation, non-COBRA	Other Arrangements?
Alabama			
Alaska			
Arizona			
Arkansas			
California			
Colorado			
Connecticut			
Delaware			
District of Columbia	15 days of paid military leave; unused portion carried to next year.	Coverage continues at no additional cost to employee for first 365 days of service; EE pays cost to continue beyond first year up to 18 months.	Life insurance continued for 12 months; if employee returns immediately after service period ends, absence is credited as time served for retirement.
Florida			
Georgia	18 days of fully paid service; unpaid military leave thereafter.	Cobra	EE can purchase service credit for up to 5 years of active service absence by indebtedness.
Hawaii			
Idaho	USERRA only	COBRA only	none
Illinois			
Indiana			
Iowa			
Kansas	USERRA; returning employees can buy back any leave cashed in if within 30 days of return.	COBRA	USERRA
Kentucky	10 days of military leave; USERRA	COBRA or intermittent paid leave use;	Life insurance continued for 12 months

Implementation of Uniformed Services Employee Return and Reemployment Act (USERRA)

	Military pay augmentation	Health Coverage continuation, non-COBRA	Other Arrangements?
Louisiana	15 days military leave; USERRA	COBRA, except that ER will pay premium if EE does not	none, but options under consideration
Maine	17 days per year annual training duty pay only	COBRA only	none
Maryland		ER pays ER and EE portions of HI contribution for duration of active service	Other options like augmented pay and income credit for retirement are being considered
Massachusetts			
Michigan	Augmented pay for first 30 days of military absence	Benefits continue for same 30 day period; no employer contribution after 30 days, but dependent coverage subject to COBRA	Returned military employee gets service credit for time on active service.
Minnesota			
Mississippi			
Missouri			
Montana	USERRA only	If period of service less than 31 days, ER pays contribution; for longer than 31 days, COBRA or military coverage	
Nebraska			
Nevada	differential pay	none	none
New Hampshire	no	ER pays health and dental for period of active service	
New Jersey			

Implementation of Uniformed Services Employee Return and Reemployment Act (USERRA)

	Military pay augmentation	Health Coverage continuation, non-COBRA	Other Arrangements?
New Mexico	Regular 15 days military leave, plus an addition 15 days authorized by Gov.; can use leave.	COBRA after paid leave is exhausted.	none
New York	22 workdays military leave	no comment	none
North Carolina	15 days per year paid military leave, but can draw on succeeding year's 15 days if necessary. National Guard called to duty get 30 days full pay, then augmented pay after that.	COBRA only	General Assembly is considering deferred taxes and renewals, but nothing definite yet.
North Dakota	Military leave for first 30 days of active duty; no provision for subsidizing difference between military pay and regular pay.	State agencies are encouraged to continue premium contributions; not required.	none
Ohio	Employees get 22 days of military leave per year; up to \$500 per month subsidy for NG who are state employees.	Regular coverage for 30 days; COBRA after	none

Implementation of Uniformed Services Employee Return and Reemployment Act (USERRA)

	Military pay augmentation	Health Coverage continuation, non-COBRA	Other Arrangements?
Oklahoma	Full state pay for first 20 days of military leave in any federal fiscal year; agencies have option to pay afterward.	No provision to continue premium contribution after first 120 days; employees may be allowed to use portions of accrued leave to constitute "pay status" for purposes of contribution by employer.	none
Oregon	USERRA only		
Pennsylvania	15 additional days of paid military leave;	coverage continues through active service period	\$500 stipend per month of active service, paid upon reemployment; retirement credit continues - ER pays ER portion if EE pays EE portion
Rhode Island			
South Carolina			
South Dakota			
Tennessee			
Texas	studying options for policy decisions		
Utah	USERRA only, but under review		
Vermont			
Virginia	no	Employer pays ER contribution for 18 mo period under COBRA, if EE selects to continue coverage	Use of accrued leave
Washington			
West Virginia			

Implementation of Uniformed Services Employee Return and Reemployment Act (USERRA)

	Military pay augmentation	Health Coverage continuation, non-COBRA	Other Arrangements?
Wisconsin	no for regular military; yes for employed National Guard who are activated	coverage continues through active service period	none
Wyoming	15 days per year paid military leave.	Health Ins premium contributions continue; flexible spending accounts are open to adjustment	Upon reemployment, ER will make all retirement contributions to make EE whole for active service

SB 239, relating to State Employees who are called to Active Duty as Reserve or Auxiliary Members of the Armed Forces of the United States

What does this bill accomplish?

HB 327 will allow the Governor to ensure that state employees who are members of reserve and auxiliary military units, including the Alaska National Guard and Alaska Naval Militia, will not be financially penalized when called to active military duty in certain circumstances.

Why is it needed?

The events of September 11, 2001 had many far-reaching impacts. An area of concern to the Governor was that sudden activation of military reservists and National Guard members who are employees of the State of Alaska could create financial and other hardships for the employees and for their families.

The intent of HB 327 is to allow the Governor, by Administrative Order, to reduce, or eliminate any hardships on the employee and the employee's family created by a drastic reduction in income, health insurance coverage, or any negative effects on future retirement benefits.

The effect of the bill is retroactive to September 11, 2001.

SECTIONAL ANALYSIS OF SB 239
(Re state employees called to active military duty)

Section 1 adds a new section to AS 39.90 (public officers and employees; miscellaneous provisions) to provide that the governor, by administrative order, may authorize state employees in the military reserve or auxiliary component, including the Alaska National Guard and the Alaska Naval Militia, and who are called to active duty, to continue to receive the equivalent of their state compensation and some or all of their state benefits. These benefits may include credited service in the state retirement system, membership in the supplemental employee benefits system, and group life and health insurance. The Department of Administration may adopt emergency regulations to implement the order, including regulations regarding the scope of compensation and benefits and any allocation between the state and the state employee of contributions relating to the benefits.

Section 2 amends the uncodified law provides that this act applies to existing collective bargaining agreements only if they are modified to accept the provisions of this act.

Section 3 makes this act retroactive to September 11, 2001.