



Employer *Bulletin*

Employer Communication Center (608) 264-7900 Toll free: 1-888-681-3952 <http://etf.wi.gov>

Major Change Announced: State Contribution Toward Health Insurance Premium Begins Earlier

Wisconsin Act 20 revised Wis. Stat. § 40.05 (4) (a) 2, effective July 1, 2008, reducing the eligibility period for receipt of the state contribution toward health insurance premiums from six months of state service to two months of state service for eligible state employees.

Note: This change does not include limited term employees (LTE).

Non-LTE state employees hired between January 2, 2008 and June 30, 2008 (prior to the effective date of legislation) will benefit by receiving state contributions earlier than the six-month eligibility period of current law.

Eligible state employees without a break in service and no previous WRS state service hired:

- Between January 1, 2008 and May 1, 2008 will be eligible for the state share of health insurance premiums July 1, 2008.
- After May 1, 2008 will be eligible for the state share of health insurance premiums as determined using the following chart:

Qualifying Employment Begins:

May 2-31, 2008
 June 1, 2008
 June 2-30, 2008
 July 1, 2008
 July 2-31, 2008
 August 1, 2008
 August 2-31, 2008
 September 1, 2008
 September 2-30, 2008
 October 1, 2008
 October 2-31, 2008

State Contribution Begins:

August 1, 2008
 August 1, 2008
 September 1, 2008
 September 1, 2008
 October 1, 2008
 October 1, 2008
 November 1, 2008
 November 1, 2008
 December 1, 2008
 December 1, 2008
 January 1, 2009

In summary, to determine the month in which the employee is eligible to receive the employer contribution toward state health insurance premium for employees hired May 2, 2008 or after:

If employment begins on the first of a month:	Add two months
If employment begins on the 2 nd through the 31 st of a month:	Add three months

The eligibility period for health insurance premiums will NOT change for state LTE employees and remains at six months of state service. In addition, the new legislation does not change other requirements for state health insurance administration such as, but not limited to:

- Employees eligibility to file a health insurance application within the first 30 days of employment and pay the entire premium, including both the employee and employer share;
- Application receipt date by employer, relative to effective date;
- How to determine effective dates when employee has a break in service during the waiting period.

Although Wisconsin Act 20 changes the employer premium contribution for state group health insurance, the life and income continuation insurance programs are not affected by this legislation.

Please contact the Employer Communication Center toll free at (888) 681-3952 or locally at (608) 264-7900 with questions.

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This ***Employer Bulletin*** is published by the Wisconsin Department of Employee Trust Funds. Questions should be directed to contact persons listed in the Bulletin, or to the Division of Trust Finance and Employer Services (DTFES). Call John Vincent, DTFES administrator, at (608) 261-7942. Employer agents may copy this *Bulletin* for further distribution to other payroll offices, subunits or individuals who may need the information. Copies of the most recent *Employer Bulletins* are available on our Internet site at the following URL: <http://etf.wi.gov/employers.htm>

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