

ITEM #26₍₃₎

(Amendment to Page 14 of Exhibit 6)

ADDITIONAL MATERIAL
Public Hearing

DECEMBER 11, 2018

SUBMITTED AT THE REQUEST OF
OFFICE OF THE COUNTY
ATTORNEY

1 adjustment that would have been applied to the health care benefit
2 amount if this \$2.12 amount had been in effect on January 1, 2019.

3 c. Effective January 1, 2021, a health care benefit amount of at least
4 the sum of Two Dollars and Fifty-one Cents (\$2.51) per hour, plus
5 the adjustment that would have been applied to the health care
6 benefit if this \$2.51 amount had been in effect on January 1, 2019,
7 adjusted in future years as provided below.

8 (2) *Proof of health care benefits.*

9 a. A covered employer must submit a notarized affidavit of compliance
10 as proof of the provision of health care benefits to qualify to pay the
11 living wage rate for covered employees with health care benefits.

12 b. Except as provided in subsection (2)c. below, if a covered employee
13 provides written proof of health insurance coverage to the covered
14 employer and declines in writing the health care benefits offered by
15 the covered employer, a covered employer shall pay to the covered
16 employee the applicable living wage plus ___ percent (___%) of the
17 health care benefit amount, adjusted as provided below. The
18 covered employee must provide written proof of health insurance
19 coverage to the covered employer as follows:

20 1. If the health insurance was obtained through an online exchange,
21 documentation sufficient to demonstrate that the health insurance
22 coverage is a qualified plan under the Affordable Care Act; or

23 2. If the coverage was procured from a licensed person or entity, a
24 written certification from such licensed person or entity that the health

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1 insurance coverage is a qualified health plan under the Affordable
2 Care Act.

3 c. The provisions of subsection (2)b. above shall not apply to any
4 covered employee for which an applicable collective bargaining
5 agreement provides (i) for a specific monetary payment to the
6 covered employee if the employee declines health care benefits
7 offered by the covered employer; or (ii) that a covered employee
8 declining health care benefits offered by the covered employer is not
9 entitled to receive any employer financial payment as a result of such
10 declination.

11 d. Nothing in this subsection precludes the covered employer from
12 paying any covered employee amounts in excess of the amounts
13 otherwise required to be paid under subsection (2)b.

14 (3) The minimum contribution by a covered employer (or the County for its
15 employees) for health care benefits on a per-hour basis shall be calculated
16 based on a forty (40) hour work week. Hours worked by a covered
17 employee in excess of forty (40) hours per week shall not require additional
18 payments towards the provision of health care benefits.

19 (4) If a covered employer or the County, as applicable, contributes less than
20 the required amount for its covered employee's health care benefits, the
21 difference shall be paid to the covered employee as an additional hourly
22 wage amount.

23 (5) If the health care benefits plan provided requires an initial period of
24 employment before a new covered employee becomes eligible for the

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