
HOUSE BILL 2666

State of Washington

62nd Legislature

2012 Regular Session

By Representatives Sullivan, Hinkle, Hunt, Harris, Sells, Zeiger, Ormsby, Appleton, Hope, Fitzgibbon, Lytton, Moscoso, Reykdal, Kelley, Hurst, Maxwell, Ryu, Dunshee, Orwall, Upthegrove, Santos, Kenney, Hasegawa, Lias, Stanford, Hudgins, Goodman, and Green

Read first time 01/23/12. Referred to Committee on Ways & Means.

1 AN ACT Relating to school district employer pooled benefits; and
2 amending RCW 28A.400.280.

3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

4 **Sec. 1.** RCW 28A.400.280 and 2011 c 269 s 1 are each amended to
5 read as follows:

6 (1) Except as provided in subsection (2) of this section, school
7 districts may provide employer fringe benefit contributions after
8 October 1, 1990, only for basic benefits. However, school districts
9 may continue payments under contracts with employees or benefit
10 providers in effect on April 13, 1990, until the contract expires.

11 (2) School districts may provide employer contributions after
12 October 1, 1990, for optional benefit plans, in addition to basic
13 benefits, only for employees included in pooling arrangements under
14 this subsection. Optional benefits may include direct agreements as
15 defined in chapter 48.150 RCW, but may not include employee beneficiary
16 accounts that can be liquidated by the employee on termination of
17 employment. Optional benefit plans may be offered only if:

18 (a) The school district pools benefit allocations among employees
19 using a pooling arrangement that includes (~~at least one~~) (i) all

1 employee bargaining units ~~((and/or))~~ as one pool and all nonbargaining
2 group employees as a second pool or (ii) all employees combined in one
3 pool;

4 (b) Each full-time employee included in the pooling arrangement is
5 offered basic benefits, including coverage for dependents(~~(, without a~~
6 ~~payroll deduction for premium charges))~~);

7 (c) Each employee included in the pooling arrangement who elects
8 medical benefit coverage shall pay a minimum premium charge subject to
9 bargaining under chapter 41.59 or 41.56 RCW;

10 (d) Each full-time employee included in the pooling arrangement,
11 regardless of the number of dependents receiving basic coverage,
12 receives the same additional employer contribution for other coverage
13 or optional benefits; and

14 ~~((d))~~ (e) For part-time employees included in the pooling
15 arrangement, participation in optional benefit plans shall be governed
16 by the same eligibility criteria and/or proration of employer
17 contributions used for allocations for basic benefits.

18 (3) Savings accruing to school districts due to limitations on
19 benefit options under this section shall be pooled and made available
20 by the districts to reduce out-of-pocket premium expenses for employees
21 needing basic coverage for dependents. School districts are not
22 intended to divert state benefit allocations for other purposes.

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