

January 23, 1980

LB 413

SENATOR DWORAK: No, Senator Cope, I said somebody that got fired. We are not talking about voluntary quits, we are only talking about people that got fired.

SENATOR COPE: I think that is even worse.

SENATOR DWORAK: Last year this Legislature made the policy that somebody that got fired should not be cut off of their group insurance benefits immediately. Now they are not saying that employer who fired them should continue to pay a portion of those benefits, they just said that that person that got fired should have the option for six months to pay for his benefits. Okay, now we are coming back this year and saying that the same situation should occur with the surviving spouse. The idea behind it is to give that surviving spouse ample time to put his or her affairs in order so that she can make other arrangements because she no longer is an employee of that employer.

SENATOR COPE: That is true but I would think that the spouse of a loyal employee who died should have more benefits and she is paying for it, as I understand the bill, the same as the person who got fired.

SENATOR DWORAK: That is right, Senator, and the benefits are identical. The benefits are the same. We are not changing the benefits. It is the same benefit her husband or his wife had while that person was employed. There is no differentiation in benefits. All we are talking about is the term of the extension and I am saying from an insurance mass marketing concept which is based on consistency and large numbers, please help us preserve that because if we have to have a separate type of benefit or a separate type, whenever time we put in an exception, that creates administrative costs and we lose the group marketing or mass marketing concept.

SENATOR COPE: And I understand that but I am talking about the rightness of the situation and that is what I am pleading for.

SENATOR DWORAK: Senator Cope, I would have questions as to whether an involuntary quit should have an extension and I didn't vote for that bill and I fought against that bill and I lost that battle but that is beside the point. The point is we got it. The insurance company must administer it. The policyholder must provide administration for it. Let's just make it consistent so he doesn't have to set up one tickle file for involuntary quits and

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