

Second Regular Session
Seventy-first General Assembly
STATE OF COLORADO

INTRODUCED

LLS NO. 18-0437.01 Nicole Myers x4326

SENATE BILL 18-148

SENATE SPONSORSHIP

Martinez Humenik and Moreno,

HOUSE SPONSORSHIP

Lawrence and Exum,

Senate Committees

Health & Human Services

House Committees

A BILL FOR AN ACT

101 **CONCERNING THE CONTINUATION OF CERTAIN BENEFITS THROUGH**
102 **THE "STATE EMPLOYEE GROUP BENEFITS ACT" FOR**
103 **DEPENDENTS OF A STATE EMPLOYEE WHO DIES IN A**
104 **WORK-RELATED DEATH.**

Bill Summary

(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://leg.colorado.gov>.)

A state employee (employee) is eligible for benefits through the "State Employee Group Benefits Act" (act) if the employee works or is on paid leave one or more regularly scheduled full workdays in a month.

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.
Capital letters or bold & italic numbers indicate new material to be added to existing statute.
Dashes through the words indicate deletions from existing statute.

When an employee dies, the benefits provided to the employee and any dependents of the employee through the act end at the end of the month in which the employee died.

The bill specifies that dependents of an employee who dies in a work-related death are automatically qualified for the continuation of dental or medical benefits through the act for 12 months from the end of the month in which the work-related death occurred, so long as the dependents had dental or medical benefits pursuant to the act at the time of the employee's work-related death. The dental or medical benefits allowed to dependents shall be the same coverage that the dependents were enrolled in at the time of the employee's work-related death.

The state agency that employs an employee at the time of his or her work-related death is required to pay the cost of providing dental or medical benefits on behalf of the employee's dependents for the 12-month period.

The director of the department of personnel or the director's designee may promulgate rules necessary to implement the dental or medical benefit coverage continuation.

1 *Be it enacted by the General Assembly of the State of Colorado:*

2 **SECTION 1.** In Colorado Revised Statutes, **add** 24-50-619 as
3 follows:

4 **24-50-619. Continuation of dental or medical benefits -**
5 **dependents of state employee - work-related death - definitions.**

6 (1) AS USED IN THIS SECTION UNLESS THE CONTEXT OTHERWISE
7 REQUIRES:

8 (a) "EMPLOYEE" MEANS A CURRENT EMPLOYEE AS DEFINED IN
9 SECTION 24-50-603 (7) WHO HAS DENTAL OR MEDICAL BENEFIT COVERAGE
10 PURSUANT TO THIS PART 6.

11 (b) "STATE AGENCY" MEANS THE DEPARTMENT, COMMISSION,
12 COUNCIL, BOARD, BUREAU, COMMITTEE, INSTITUTION OF HIGHER
13 EDUCATION, AGENCY, OR OTHER GOVERNMENTAL UNIT OF THE EXECUTIVE,
14 LEGISLATIVE, OR JUDICIAL BRANCH OF STATE GOVERNMENT THAT
15 EMPLOYS AN EMPLOYEE AT THE TIME OF HIS OR HER WORK-RELATED

1 DEATH.

2 (c) "WORK-RELATED DEATH" MEANS A DEATH THAT IS THE
3 PROXIMATE RESULT OF AN INJURY ARISING OUT OF AND IN THE COURSE
4 AND SCOPE OF EMPLOYMENT AT A STATE AGENCY.

5 (2) THE DEPENDENTS OF AN EMPLOYEE WHO DIES IN A
6 WORK-RELATED DEATH ARE AUTOMATICALLY QUALIFIED FOR THE
7 CONTINUATION OF DENTAL OR MEDICAL BENEFITS PURSUANT TO THIS PART
8 6 FOR TWELVE MONTHS FROM THE END OF THE MONTH IN WHICH THE
9 WORK-RELATED DEATH OCCURRED, SO LONG AS THE DEPENDENTS HAD
10 DENTAL OR MEDICAL BENEFITS PURSUANT TO THIS PART 6 AT THE TIME OF
11 THE EMPLOYEE'S WORK-RELATED DEATH. THE DENTAL OR MEDICAL
12 BENEFITS ALLOWED TO DEPENDENTS PURSUANT TO THIS SECTION SHALL BE
13 THE SAME COVERAGE THAT THE DEPENDENTS WERE ENROLLED IN AT THE
14 TIME OF THE EMPLOYEE'S WORK-RELATED DEATH.

15 (3) THE APPLICABLE STATE AGENCY SHALL PAY THE COST OF
16 PROVIDING DENTAL OR MEDICAL BENEFITS ON BEHALF OF THE EMPLOYEE'S
17 DEPENDENTS FOR THE TWELVE-MONTH PERIOD PURSUANT TO SUBSECTION
18 (2) OF THIS SECTION. THE STATE AGENCY SHALL MAKE ARRANGEMENTS
19 WITH THE DIRECTOR OR THE DIRECTOR'S DESIGNEE TO PAY SUCH COSTS.

20 (4) THE DIRECTOR OR THE DIRECTOR'S DESIGNEE MAY
21 PROMULGATE RULES IN ACCORDANCE WITH THE "STATE ADMINISTRATIVE
22 PROCEDURE ACT", ARTICLE 4 OF THIS TITLE 24, FOR THE IMPLEMENTATION
23 OF THIS SECTION.

24 **SECTION 2. Safety clause.** The general assembly hereby finds,
25 determines, and declares that this act is necessary for the immediate
26 preservation of the public peace, health, and safety.