

## It's Time to End Public Act 152

In 2011, then Michigan Governor Rick Snyder signed [Public Act 152](#), also known as the 80/20 Requirement, into law. This law limits the amount of money a public employer can pay towards health insurance for its employees, and applies to all public employees including county, city, state employees, and teachers.

### What does Public Act 152 do?

Under the 80/20 Requirement, a public employer is responsible for paying 80% of the employee's health care premium, including prescription drugs. This leaves the remaining 20% to the worker. It also has a "hard cap provision" which places a flat dollar amount on single, double, and family plans. When coverage exceeds that hard cap amount, employees are responsible for 100% of the cost over and above it. The state adjusts the hard caps annually, but these adjustments do not keep with the inflation rates of insurance from year to year and end up costing our members.

### It's a huge burden on workers. Here's the problem:

This law is challenging for our members because it requires us to not only fight for the best coverage we can get at the bargaining table, but to also ensure that the coverage is affordable. Members are being priced out of the hard caps at the first annual enrollment and then are left paying huge premiums out of pocket because the employer is not permitted by law to pay any more than the cap.

Essentially, the law forces us to negotiate inadequate insurance coverage so the premiums are affordable. This results in higher deductibles and out of pocket maximums that place a huge financial burden on folks. It also pits members against each other: the younger and more healthy verses the older and less healthy, and those who need single coverage verses those that need family coverage. Our strongest leverage at the table is our members' solidarity. When that is compromised, we lose our ability to get good agreements for them.

**Stay tuned to Rapid Response to find out how you can help put an end to this unfair system. Public sector workers should not have to take poor coverage because of inadequate and unfair policies that were put in place to divide us.**

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For additional information, please contact District 1 Rapid Response Coordinator,  
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