

December 29, 1978

TO: All House Employees  
FROM: Irv Anderson  
RE: Staffing after December 31

As you know, negotiations for organization of the House have not been resolved and it appears, at this time, that final decisions on staffing will not be completed by December 31.

The term of employment for all legislative employees of the 70th Session technically ends on December 31. Article VIII, Section 7 of the Minnesota Constitution indicates that the official year for the state commences on the first Monday in January (January 1, 1979) and all terms of office terminate on that date.

In the past, staffing matters have been resolved prior to the end of the year and employees working between the end of the year and the convening of the Legislature have been provided for retroactively both with regard to salaries and benefits. This cannot be guaranteed this year because of the split in the House.

With regard to health, life and dental coverage, all employees of the House may apply, within 31 days after termination, to pay their own coverage for health, life and dental coverage under the state plan. They receive the state group rate for health and dental coverage but must pay considerably higher rates to continue life insurance coverage. They can continue at the group rate for up to 6 months or until other employment is obtained. In the event personnel matters are not resolved early in January, this course of action should be considered.

Legislative employees are qualified for unemployment compensation. Those who need such support on a temporary basis should apply immediately as there is approximately a three-week period before payments will be made.

I understand some employees have asked about cashing in their pension shares. Given the presumably short-term nature of our organizational problem, it would be inadvisable to cash in a long-term investment such as pension rights. You should be aware that withdrawal of pension funds, in any case, could take up to two months.

Many questions cannot be answered at this time. Please be assured that all parties to the negotiations are acutely aware of our employees' concerns and will continue to make every effort to resolve the organizational deadlock.