

Resolution to Fix the OneUSG Benefits Enrollment System, and to Refund Employees to Whom the Tobacco Surcharge Was Applied In Error

1. WHEREAS, the current benefits enrollment system applies a \$100/month tobacco user surcharge to all covered employees and their dependents by default, meaning that nonsmoking workers—in a state where 84% of people do not smoke<sup>1</sup>—must explicitly opt out, or else pay this substantial penalty; and,
2. WHEREAS, in the 2020 enrollment period, a software glitch, reported by multiple employees and documented by the United Campus Workers of Georgia (UCWGA), reclassified many workers as smokers after they opted out, obligating those enrollees to opt out twice or pay the surcharge; and,
3. WHEREAS, there is no regular system to appeal this surcharge if it was charged in error, and UCWGA has documented several instances of employees attempting, and failing, to get refunded;
4. THEREFORE BE IT RESOLVED, that the OneUSG Connect enrollment system be modified such that nonsmokers are not presumed to smoke and are not charged by default; and,

THEREFORE, BE IT FURTHER RESOLVED, that a process be established by OneUSG Connect to fully refund those who have been charged in error; and,

THEREFORE, BE IT FURTHER RESOLVED, that this process be advertised to all potentially impacted employees of the USG.

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<sup>1</sup> <https://www.americashealthrankings.org/explore/annual/measure/Smoking/state/GA>