



First Look: Impacts Of The 2020 Election



James Slotnick, JD
AVP Government Relations

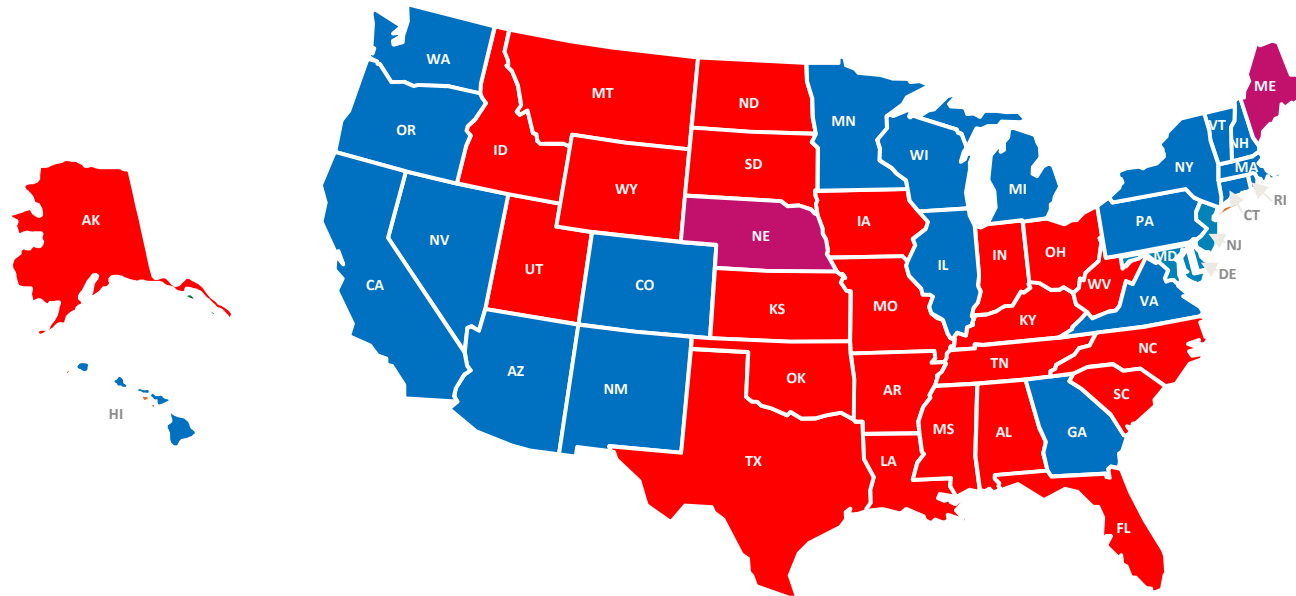
This content is not to be considered legal advice. We recommend Clients speak with legal counsel specializing in labor, employment, and tax law to ensure your organization meets requirements.

Agenda

- What We Know & What We Are Waiting For
- Policy Options
- Where Do We Go From Here



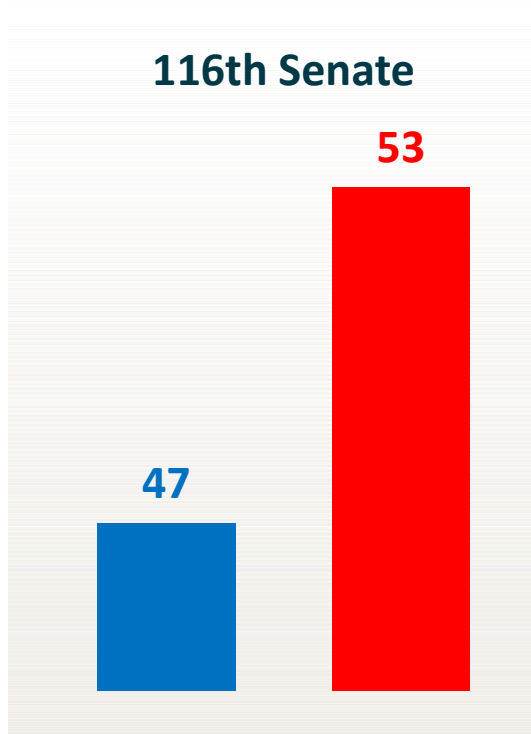
What The Map Appears To Look Like At This Moment



In 2016, President Trump won 306-232

In 2020, if the results hold, President-elect Biden will win 306-232

In The Senate....



23 Republican
Seats

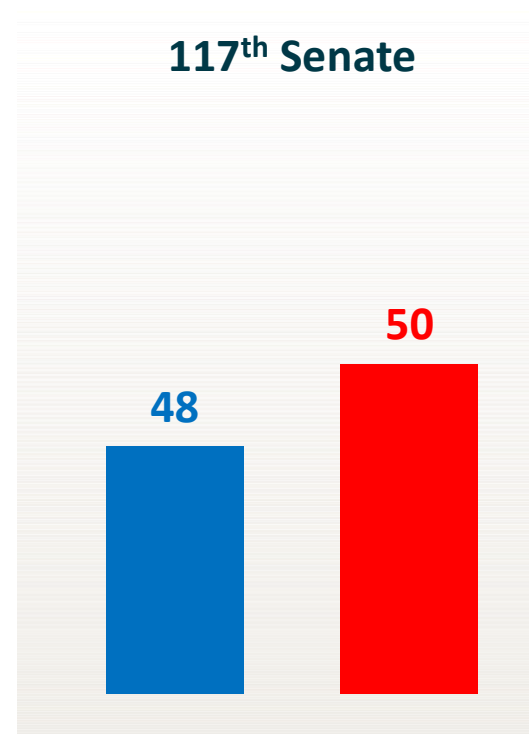
12 Democratic
Seats



Republicans:
Alabama

Democrats:
Colorado
Arizona

Unknown:
Georgia
Georgia Special



2020 Senate Races



DEMOCRAT INCUMBENTS

Seats to watch:

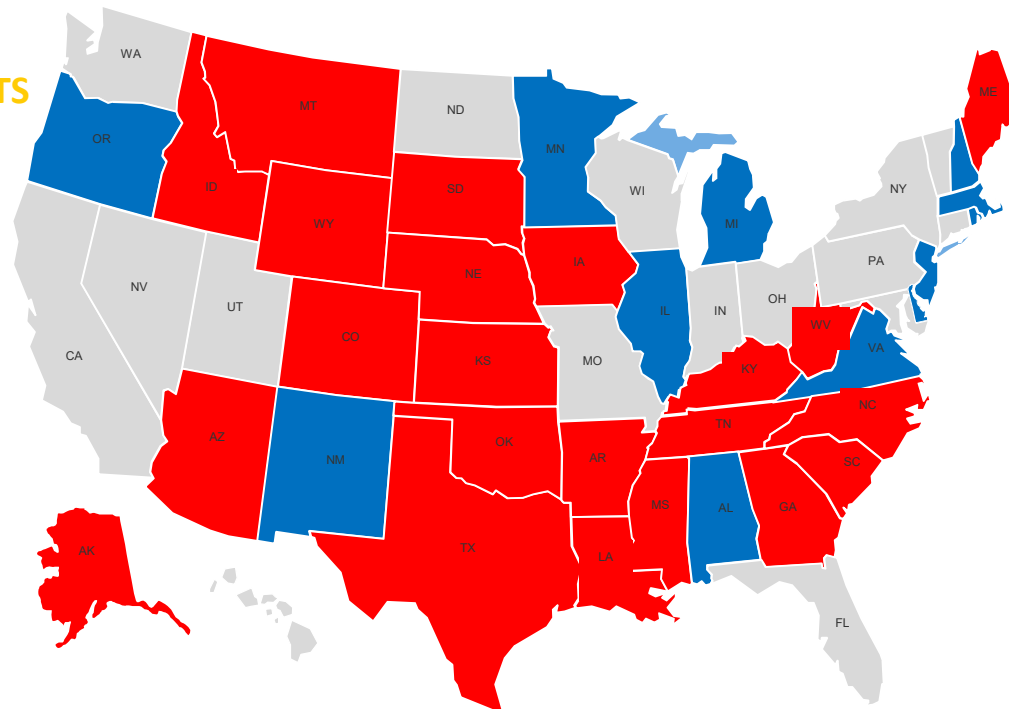
- Alabama (flip)
- Michigan



REPUBLICAN INCUMBENTS

Seats to watch:

- Arizona (flip)
- Colorado (flip)
- Maine
- North Carolina
- Iowa
- South Carolina
- Alaska
- Kansas



Senate: Still Murky

Georgia

Senator Purdue vs. Jon Ossoff

- 49.7% - 47.9% with 99% reporting

Georgia Special

Raphael Warnock vs. Senator Loeffler

- 32.9% - 25.9% with 99% reporting
- But....
- R:49.3% - D:48.4%

Best Republican Outcome:

52-48

Best Democratic Outcome:

50-50

Agenda

- What We Know & What We Are Waiting For
- Policy Options
- Where Do We Go From Here



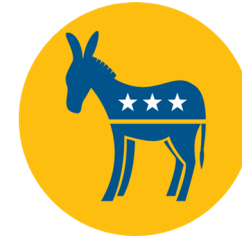
Awaiting President-elect Biden

Republican Senate



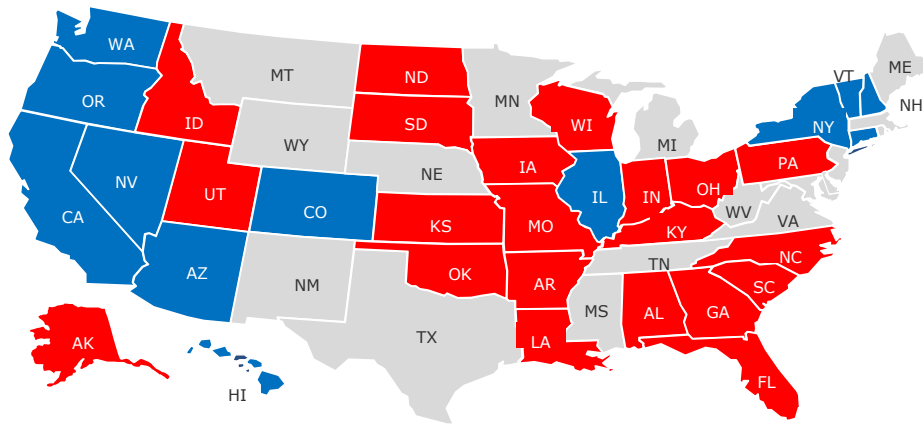
- Priorities become:
 - COVID-19 Relief
 - Infrastructure
- Potential challenges:
 - Political Appointees
 - Judicial Nominations
 - ACA

Democratic Senate



- Priorities become:
 - Congressional Review Act
 - COVID-19 Relief
 - Tax Reform
- Potential challenges:
 - Balance Progressives vs Moderates
 - ACA

2022 & Potential Senate “Swing” Votes



Senators To Watch:

- Senator Murkowski (AK)
- Senator Collins (ME)
- Senator King (ME)
- Senator Manchin (WV)

Democrats (13)

- Kamala Harris Seat (CA)
- Michael Bennet (CO)
- Richard Blumenthal (CT)
- Brian Schatz (HI)
- Tammy Duckworth (IL)
- Chris Van Hollen (MD)
- Catherine Cortez Masto (NV)
- Maggie Hassan (NH)
- Chuck Schumer (NY)
- Ron Wyden (OR)
- Patrick Leahy (VT)
- Patty Murray (WA)
- Mark Kelley (AZ)

Republicans (21)

- Richard Shelby (AL)
- Lisa Murkowski (AK)
- John Boozman (AR)
- Marco Rubio (FL)
- Mike Crapo (ID)
- Todd Young (IN)
- Chuck Grassley (IA)
- Jerry Moran (KS)
- Rand Paul (KY)
- John Kennedy (LA)
- Roy Blunt (MO)
- John Hoeven (ND)
- James Lankford (OK)
- Tim Scott (SC)
- John Thune (SD)
- Mike Lee (UT)
- Kelly Loeffler (GA)***
- OPEN (*Burr*) (NC)
- Rob Portman (OH)
- Open (Toomey) (PA)
- Ron Johnson (WI)**

Benefit Issues To Watch

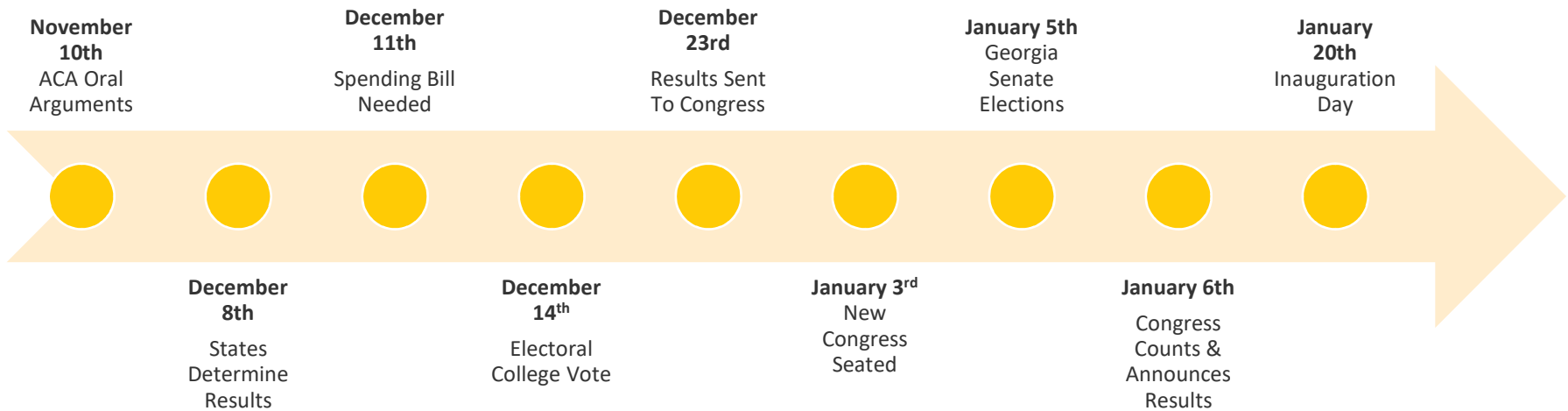
- **Price Transparency Rules**
 - Hospital Rule: Likely to stay in effect – but delayed implementation as still in litigation
 - Plan Rule: Likely to stay in effect – but does not begin until 2023
- **Drug Importation Rule**
 - Likely to stay in effective, but will be nearly impossible to find Canadian partner
- **COBRA Subsidies**
 - Unlikely to be in next COVID-19 package
- **Paycheck Protection Program**
 - Second round likely to be in next COVID-19 package, with all group insurance premiums to be included in calculation and as forgivable uses of the loan
- **Paid Family & Medical Leave**
 - Colorado makes it 9 states (and DC) with a program, increasing likelihood of federal action

Agenda

- What We Know & What We Are Waiting For
- Policy Options
- Where Do We Go From Here



Intense Sprint To January 20th



Summary

- ✓ Results (mostly) in
- ✓ Split Government will require compromises
- ✓ The pace will not slow



Q&A!



?



?



?



Life's brighter under the sun

James.slotnick@sunlife.com

For information about Sun Life products and services, contact your Sun Life Employee Benefits Representative or your Client Relationship Executive. You may also call Client Services at 800-247-6875, Mon – Fri, 8 a.m. to 8 p.m. ET.

This content is not to be considered legal advice. We recommend Clients speak with legal counsel specializing in labor and employment law to ensure your organization meets requirements.

Group insurance policies are underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) in all states except New York. In New York, group insurance policies are underwritten by Sun Life and Health Insurance Company (U.S.) (Lansing, MI).

© 2020 Sun Life Assurance Company of Canada, Wellesley Hills, MA 02481. All rights reserved. Sun Life and the globe symbol are trademarks of Sun Life Assurance Company of Canada. Visit us at www.sunlife.com/us.

GGPPT-9902-b

SLPC 30431 10/20 (exp.10/22)