



**RESOLUTION No. 2015-16-6**

**AUTHORED BY: Board of Finance**

**REFERRED TO: AS COUNCIL**  
**ACTION SCHEDULED: April 4, 2016**

**SUBJECT: 2016-17 Dental & Vision Contribution**

**WHEREAS**, The Associated Students is a 501(c)(3) nonprofit corporation which serves as an auxiliary organization of Humboldt State University (HSU); and,

**WHEREAS**, The Associated Students of HSU intends to provides salaries, working conditions and benefits for the full-time employees that are comparable to those provided California State University employees performing similar services as per Education Code Section 89900 (c); and,

**WHEREAS**, dental and Vision insurance is not age rated, rather it is one rate for employees and another for employee plus 1 dependent and another for employee plus 2 or more; and therefore, be it,

**RESOLVED**, Associated Students will contribute 90% of the charged premium for the cost of said insurance as the employee has enrolled for self only or with dependents; and therefore, be it,

**RESOLVED**, any balance of monies owed after the application of the employer contribution will be paid by the employee through each payroll and will be pre-taxed at the employees consent. In no case will monies left over after the employees choice of plans be given to the employee; and, therefore, be it

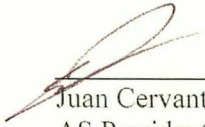
**RESOLVED**, full-time benefitted employees will become eligible for dental and vision insurance benefits effective the first of the month after their date of hire as a full-time benefitted employee; and, therefore, be it

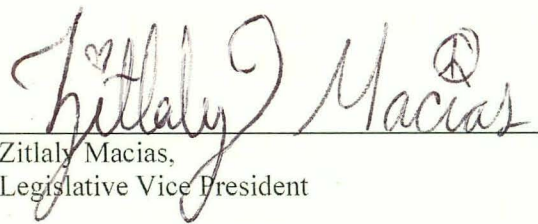
**RESOLVED**, every year, as part of the AS Budget process, the Board of Finance shall review these contributions. Any recommended change shall be presented to the AS Council prior to the presentation of the following year AS budget; therefore, be it

**RESOLVED**, any changes shall be voted on by the AS Council; approved changes will take effect in the next fiscal year.

**RESOLVED**, every year, as part of the AS Budget process, the Board of Finance shall review these contributions. Any recommended change shall be presented to the AS Council prior to the presentation of the following year AS budget; and,

**RESOLVED**, any changes shall be voted on by the AS Council; approved changes will take effect in the next fiscal year.

  
\_\_\_\_\_  
Juan Cervantes,  
AS President

  
\_\_\_\_\_  
Zitlaly Macias,  
Legislative Vice President