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SB36-13/14: Affordable Care Act and Student Employment

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Resolution Regarding the Affordable Care Act and Student Employment
November 6, 2013
SB36-13/14
Authorized by: Mike Hopkins, ASUM Business Manager
Sponsored by:

Whereas, The University of Montana (UM) currently employs thousands of students and will employ thousands more in the future;

Whereas, The Associated Students of The University of Montana (ASUM) employs hundreds of students and will employ hundreds more in the future;

Whereas, students often have multiple jobs on campus or within the Montana University System;

Whereas, UM and ASUM give students employment opportunities that allow them to pay for school, make rent or pay their mortgage, pay off their utilities, cars, and student loans;

Whereas, the Affordable Care Act (ACA) carries provisions that will place an undue hardship on student employment in the coming year and every subsequent year thereafter;

Whereas, the ACA mandates that all students who work a combined averaged total of 30 hours or more per week shall be eligible for healthcare through the Montana University System;

Whereas, once a student is deemed to have worked an average of 30 hours per week and has become eligible for healthcare, UM must pay employer contributions of $806.00 per month, per student through the six month stability period, until the student is deemed to no longer meet the 30 hours of work per week average;

Whereas, students will be limited to 29.75 hours of work per week combined across all UM departments in which they are employed, so that they will not cross the 30 hours per week threshold, at which time UM will have to pay the employer contribution for the students’ healthcare;

Whereas, UM department budgets will be unable to support additional healthcare payments for student employees who exceed the 30 hours of work per week average and will, in many cases, be forced to terminate the students’ employment if and when student employees exceed the 29.75 hours per week allowance;

Whereas, many students employed on campus already exceed the 30 hours of work per week average by working in multiple departments within the UM system, and budget their finances around their current income provided by exceeding the 30 hours of work per week average;

Whereas, students will be forced in many cases to scale back employment within the UM system, having to choose between jobs in order to bring themselves under the 30 hours of work per week average;
Whereas, those students who are forced to scale back their employment will be forced to scale back their monthly expenditures, or seek additional employment outside of the UM system;

Whereas, students scaling back monthly expenditures will have a negative impact on the local economy, with less disposable income for the purchase of goods and services;

Whereas, students who seek additional employment outside of the UM system will take jobs that could otherwise be open to non-student applicants, reducing employment opportunities for local citizens;

Therefore, Let It Be Resolved, that ASUM understands that these provisions were written with good intentions, however it cannot support provisions within the Affordable Care Act because it will force students to scale back their employment or lose said employment all together;

Therefore, Let It Be Further Resolved, that ASUM strongly opposes the undue burden being placed on student employment by provisions within the Affordable Care Act;

Therefore, Let It Be Further Resolved, that ASUM urges Montana’s Congressman Steve Daines, and Montana’s United States Senators Max Baucus and Jon Tester to work together to formulate and pass into law an exemption for students from these specific provisions within the Affordable Care Act;

Therefore, Let It Be Further Resolved, that ASUM urges Governor Steve Bullock and the Montana Legislature to work together to address this issue in the upcoming legislative session;

Therefore, Let It Be Further Resolved, that ASUM will work hand in hand with all of Montana’s elected officials in crafting and lobbying for legislation which provides an exemption from these provisions within the Affordable Care Act;

Therefore, Let It Be Further Resolved, that a copy of this resolution be provided to the following: Senator Max Baucus, Senator Jon Tester, Congressman Steve Daines, Governor Steve Bullock, the Majority and Minority Leaders of both Chambers of The Montana State Legislature, and President of the University of Montana Royce Engstrom.

Passed by Committee: November 4, 2013

Passed by ASUM Senate: November 6, 2013

Jan Roddy, Mariah Williams,
Relations and Affairs Chair Chair of the Senate