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## S13RS SGR No. 12 (Partner Benefits)

Rees

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3 STUDENT SENATE

4 S13RS

5 SGR No. 12

6 BY: SENATOR REES

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8  
9 **A RESOLUTION**

10 **To INCLUDE DOMESTIC PARTNER HEALTH BENEFITS FOR LSU EMPLOYEES**

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13 **PARAGRAPH 1:** WHEREAS, LOUISIANA STATE UNIVERSITY AGRICULTURE AND  
14 MECHANICAL COLLEGE (LSU) UNMARRIED EMPLOYEES  
15 CURRENTLY ARE DENIED ACCESS TO SPOUSAL BENEFITS FOR  
16 THEIR DOMESTIC PARTNERS; AND,

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18 **PARAGRAPH 2:** WHEREAS, LSU POLICY STATEMENT NUMBER PS-01 PROHIBITS  
19 DISCRIMINATION ON THE BASIS OF SEXUAL ORIENTATION AND  
20 “REQUIRES THAT ALL EMPLOYEES ARE TREATED FAIRLY WITH  
21 REGARD TO[...]RATES OF PAY AND OTHER FORMS OF  
22 COMPENSATION,”<sup>1</sup> AND

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25 **PARAGRAPH 3:** WHEREAS, THE TERM “EMPLOYEE” IS TO INCLUDE GRADUATE  
26 ASSISTANTS, AND;

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28 **PARAGRAPH 4:** WHEREAS, TO CHANGE THE LSU UNIVERSITY RECREATION  
29 CENTER’S DEFINITION OF FAMILY TO INCLUDE DOMESTIC  
30 PARTNER, AND;

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32 **PARAGRAPH 5:** WHEREAS, 11 U.S. COLLEGES AND UNIVERSITIES OFFER SAME-SEX  
33 SPOUSE OR SAME-SEX DOMESTIC PARTNER HEALTH BENEFITS TO  
34 THEIR EMPLOYEES, INCLUDING TULANE UNIVERSITY, FIVE OF  
35 LSU’S PEER INSTITUTIONS (COLORADO STATE UNIVERSITY,  
36 IOWA STATE UNIVERSITY, PURDUE UNIVERSITY, UNIVERSITY OF  
37 ILLINOIS AT URBANA-CHAMPAIGN, AND UNIVERSITY OF  
38 MARYLAND AT COLLEGE PARK), THREE OF LSU’S ASPIRATIONAL  
39 INSTITUTIONS (OHIO STATE UNIVERSITY, UNIVERSITY OF  
40 ARIZONA, AND UNIVERSITY OF MINNESOTA), NEARLY A DOZEN  
41 FAITH-BASED COLLEGES AND UNIVERSITIES, AND 218 COLLEGES  
42 AND UNIVERSITIES IN STATES WITH LAWS OR CONSTITUTIONAL  
43 AMENDMENTS BANNING SAME-SEX MARRIAGE,<sup>3</sup> AND;

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45 **PARAGRAPH 6:** WHEREAS, OTHER LOUISIANA INSTITUTIONS INCLUDING  
46 ENTERGY LOUISIANA,<sup>4</sup> CENTURYLINK,<sup>5</sup> LIPSEY’S<sup>6</sup>, FERRARA FIRE  
47 EQUIPMENT<sup>6</sup>, AND WOMAN’S HOSPITAL<sup>6</sup> OFFER MEDICAL  
48 BENEFITS TO ITS EMPLOYEES WITH DOMESTIC PARTNERS, AND;

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51 **PARAGRAPH 7:** WHEREAS, LSU HAS THE OPPORTUNITY TO BE A LEADER IN  
52 EQUALITY IN EMPLOYEE BENEFITS WITHIN THE LOCAL, REGIONAL,  
53 AND NATIONAL COMMUNITIES, AND;

55 **PARAGRAPH 8:** WHEREAS, 8% OF THE TOP 50 AND 79% OF THE TOP 100 NATIONAL  
56 UNIVERSITIES AS RANKED BY U.S. NEWS AND WORLD REPORT<sup>7</sup>  
57 OFFER SAME-SEX SPOUSE OR SAME-SEX DOMESTIC PARTNER  
58 HEALTH BENEFITS TO THEIR EMPLOYEES, AND;

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60 **PARAGRAPH 9:** WHEREAS, THE COSTS OF IMPLEMENTING SAME-SEX DOMESTIC  
61 PARTNER HEALTH BENEFITS IS OFTEN LESS THAN 1% OF THE  
62 INSTITUTION’S HEALTH CARE BUDGET,<sup>8</sup> AND;

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64 **PARAGRAPH 10:** WHEREAS, MORE THAN 9,000 EMPLOYERS, INCLUDING COLLEGES  
65 AND UNIVERSITIES, OFFER SAME-SEX DOMESTIC PARTNER HEALTH  
66 BENEFITS TO THEIR EMPLOYEES, “BELIEVING THAT IT MAKES  
67 GOOD BUSINESS SENSE,” AND SEEING THIS “AS AN INEXPENSIVE  
68 WAY TO ATTRACT AND RETAIN TALENT AND TO GAIN AN  
69 ADVANTAGE OVER THE COMPETITION,”<sup>9</sup>

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72 **PARAGRAPH 11:** THEREFORE, BE IT RESOLVED BY THE LOUISIANA  
73 STATE UNIVERSITY AND AGRICULTURAL AND  
74 MECHANICAL COLLEGE STUDENT SENATE THAT THE  
75 STUDENT GOVERNMENT ASKS LSU ADMINISTRATION TO  
76 IMPLEMENT A POLICY THAT EXTENDS HEALTH BENEFITS TO THE  
77 DOMESTIC PARTNERS OF ITS EMPLOYEES.

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79 **PARAGRAPH 12:** THIS RESOLUTION SHALL TAKE EFFECT UPON PASSAGE BY A  
80 SIMPLE MAJORITY (1/2) VOTE OF THE LSU STUDENT SENATE AND  
81 SIGNATURE BY THE PRESIDENT, UPON LAPSE OF TIME FOR  
82 PRESIDENTIAL ACTION, OR IF VETOED BY THE PRESIDENT AND  
83 SUBSEQUENTLY APPROVED BY THE SENATE, ON THE DATE OF SUCH  
84 APPROVAL.

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86 References

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109  
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154 **Meredith Westbrook**  
155 **Speaker of the Senate**

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154 **R. Taylor Cox**  
155 **Student Body President**

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157 **Date:** \_\_\_\_\_

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157 **Date:** \_\_\_\_\_