

Resolution 039

Resolution to Increase Student Workers' Minimum Wage Requirement at The Catholic University of America

Sponsored by: Senator Cunningham

Co-Sponsored by: Senator Birth, Senator Holcomb, Senator Kazanci, Senator Michels, Senator Suarez

Whereas,

The Catholic University of America provides opportunities for students who are paying tuition to take on part-time work for pay from the University. The majority of these positions fall below the DC recommended living wage. This includes both Federal Work-Study positions and Non-Work Study positions.

Whereas,

Pay rates for Catholic University Student workers start as low as \$8 an hour for both undergraduate work-study and non-work-study positions.¹

Whereas,

The University currently operates under an exception clause to the DC minimum wage which allows Universities the ability to pay students as low as the Federal Minimum wage of \$7.25 an hour.²

Whereas,

The cost of living in the District of Columbia has increased significantly over the course of the past decade since the federal minimum wage was raised. The DC government implemented a \$15 minimum wage that was passed in 2016 and came into full effect July 2021, with a minimum wage of \$15.20 to accommodate this rise in the cost of living.

Whereas,

Students at Catholic University are affected by the high cost of living similar to other DC residents. Students are often taking on the financial burden of paying for rent, transportation, groceries, clothes, service goods, textbooks, and major-specific supplies such as high function laptops, model materials, drawing/crafting materials, etc.

¹ University, Catholic. "Work Study." *The Catholic University of America*, <https://www.catholic.edu/admission/undergraduate/first-year-students/financial-aid/work-study/index.html#:~:text=Hourly%20wage%20ranges%20between%20%247.00,on%20a%20semi%2Dmonthly%20basis>.

² *Government of the District of Columbia Muriel ... - | Does*. https://does.dc.gov/sites/default/files/dc/sites/does/page_content/attachments/Minimum%20Wage%20Poster.pdf

Whereas,

Neighboring universities in the area, including American University, George Washington University, and Trinity University, not only are compensating their students at a higher rate but are actively advertising doing so.³⁴⁵

Whereas,

Other Universities located in states with an increased minimum wage, which the university compares itself to, including Boston College, Fordham University, Holy Cross University, and Providence University, similarly advocate for higher student wages.⁶⁷⁸⁹

Be it enacted that,

The Student Government Association Senate, acting in its official capacity as the representative of the undergraduate student body of The Catholic University of America, hereby requests that

1. The Catholic University of America releases a detailed plan to the University community to ensure all student workers are paid wages comparable to the DC minimum wage, which as of 2022 stands at \$15, by the 2023-2024 Academic year.
2. This plan ensures that the amount of job opportunities across campus does not decrease as a means to achieve higher student wages, ultimately striving to increase the number of job opportunities on campus.

Agreed to by a vote of _____ yeas to _____ nays on this date: _____ with _____ abstaining and _____ not present.

Abigail Anger

President of the Student Government Association

Monica Wallace

Vice President of the Student Government Association

³ “AU Federal Work Study Program.” *American University*, <https://www.american.edu/studentjobs/fws.cfm>.

⁴ “Time Reporting, Payment, Taxes, & Benefits.” *Time Reporting & Payment | Center for Career Services | Enrollment and the Student Experience | The George Washington University*, <https://careerservices.gwu.edu/time-reporting-payment-taxes-benefits>.

⁵ “Work Study & Student Employment - Policies.” *Trinity Washington University*, 4 Nov. 2019, <https://discover.trinitydc.edu/policies/work-study-student-employment/>.

⁶ “Frequently Asked Questions.” *Frequently Asked Questions - Office of Student Services - Boston College*, <https://www.bc.edu/content/bc-web/offices/student-services/student-employment/faq.html>.

⁷ “Frequently Asked Questions.” *Frequently Asked Questions - Office of Student Services - Boston College*, <https://www.bc.edu/bc-web/offices/student-services/student-employment/faq.html>.

⁸ “Student Employment.” *Student Employment | College of the Holy Cross*, <https://www.holycross.edu/campus-life/dining/employment/student-employment#:~:text=Students%20will%20earn%20the%20current,according%20to%20current%20College%20rate>.

⁹ “Student Employment Policies.” *Financial Aid*, <https://financial-aid.providence.edu/student-employment-2/student-employment-policies/>.