

Resolution 006
A Resolution to Raise the Minimum Wage of Non-Work Study Student Employees
Sponsored by: Senator Weston Kirby
Co-Sponsored by: Senator Elise LaFleur

Whereas,

The Federal Minimum Wage is currently set at \$7.25 per hour.¹

Whereas,

The Washington, D.C. Minimum Wage is currently set at \$12.50 per hour, and it will rise, effective July 1, 2018 to \$13.25 per hour and in 2020 to \$15.00 per hour.²

Whereas,

There are 3, 241 undergraduate students enrolled at The Catholic University of America.³

Whereas,

There are approximately 600 undergraduate, non-work study student employees at The Catholic University of America.⁴

Whereas,

The minimum wage for an undergraduate, non-work study student employee at The Catholic University of America is currently set at \$8.25 per hour with the exception of certain positions that offer an increased starting wage.⁵

Whereas,

A student employee may work no more than 19 hours per week and no more than 999 hours per calendar year.⁶

Whereas,

There is an exception in Washington, D.C. Minimum Wage law at section 902.4(f) that provides that “The minimum wage provision does not apply in instances where other laws or regulations establish minimum rates for the following: ... (f) students: students employed by institutions of higher education may be paid the minimum wage established by the United States Government.”⁷

¹ U.S. Department of Labor. <https://www.dol.gov/general/topic/wages/minimumwage>

² D.C. Code Ann. Title 32, Chapter 10. <https://beta.code.dccouncil.us/dc/council/code/titles/32/chapters/10/>

³ CUA At a Glance. <https://www.catholic.edu/about-us/at-a-glance/index.html>

⁴ CUA Office of Human Resources

⁵ See note 2

⁶ CUA Office of HR. http://humanresources.cua.edu/res/docs/student_employee_data_form.pdf

⁷ D.C. Minimum Wage Law. <http://dcwagelaw.com/laws/dc-wage-hour-rules-full-text/>

Whereas,

Similar universities in the Washington, D.C. area (i.e., Georgetown University, George Washington University, and American University) adhere to the Washington, D.C. Minimum Wage for their student employees instead of using the aforementioned exception.⁸

Whereas,

The purpose of a local minimum wage is to better accommodate for the needs of employees in a specific area, that is, to provide for needs that the Federal Government may not account for in its sweeping legislation, namely the Fair Labor Standards Act,⁹ as well as the Minimum Wage Act of 2007 that raised the Federal Minimum Wage to \$7.25 per hour through a phased schedule.¹⁰

Be it enacted that,

The Student Government Association, acting in its official capacity as the representative of the undergraduate student body of The Catholic University of America, hereby requests that the student minimum wage be raised to \$9.75 per hour for undergraduate, non-work study student employees on campus. This necessary action will help lessen the gap between the Federal Minimum Wage and the rapidly rising Washington D.C. Minimum Wage. This increase will help ensure hourly wages that are fair to the students and that compare better with the wages of other similar universities. Lastly, this increase in wage will attract more enrollment for the University, since student employment is a main factor among prospective students in selecting schools.

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

Brianna Howard
President of the Student Government Association

Jon Paul Weiss
Vice President of the Student Government Association

⁸ This information was received from the Human Resources department of each respective University.

⁹ U.S. Department of Labor. <https://www.dol.gov/whd/flsa/>

¹⁰ U.S. Department of Labor. <https://www.dol.gov/opa/media/press/esa/esa20090821.htm>