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## Resolution Demanding a Real \$15 UC Minimum Wage

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**WHEREAS,** The federal minimum wage is currently \$7.25/hour for non-tipped employees and \$2.13/hour for tipped employees;<sup>1</sup>

**WHEREAS,** A full-time worker earning the federal minimum wage would make only \$15,080 per year, which falls below the federal poverty level for a family of three;<sup>2</sup>

**WHEREAS,** Women make up two-thirds of minimum wage workers in the United States;<sup>3</sup>

**WHEREAS,** People of color represent 42% of minimum wage workers, despite comprising only 32% of the overall workforce;<sup>4</sup>

**WHEREAS,** Raising the federal minimum wage to \$10.10/hour would lift nearly six million workers out of poverty;<sup>5</sup>

**WHEREAS,** Studies have shown that increasing the minimum wage has beneficial effects for the economy, including increased consumer spending, demand, and job growth, and furthermore has no negative effect on the employment of minimum wage workers, even during times of weakness in the labor market;<sup>6,7</sup>

**WHEREAS,** California Assembly Bill 10 amended state law so that the minimum wage for all workers rose to \$9/hour on July 1, 2014 and will rise to \$10/hour on January 1, 2016, but does not index it to inflation;<sup>8</sup>

**WHEREAS,** In his 2014 State of the Union address, President Obama called for every “mayor, governor, [and] state legislator in America” to not wait for Congress and instead raise the minimum wage on their own;<sup>9</sup>

**WHEREAS,** In the November 2013 election, the voters of City of SeaTac, Washington passed the “Good Jobs Initiative,” which among other provisions, such as paid sick leave, established a \$15/hour minimum wage (indexed to inflation) for hospitality and transportation workers (the city’s dominant industries);<sup>10,11,12</sup>

**WHEREAS,** Washington State’s supreme court recently ruled that the law applies to employees working in the airport district, thus extending a liveable wage to thousands of additional workers;<sup>13</sup>

**WHEREAS,** On his third day in office, January 3, 2014, the mayor of Seattle announced that he would issue an executive order to raise the minimum wage for all employees to \$15/hour, and would also support a law to establish a city-wide minimum wage of \$15/hour;<sup>14,15</sup>

**WHEREAS,** For the past few years, fast food workers have repeatedly gone on strike across the country, including in California in order achieve a \$15/hour wage and their right to unionize;<sup>16,17,18,19</sup>

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<sup>1</sup> <http://www.dol.gov/whd/state/tipped.htm>

<sup>2</sup> <http://www.americanprogressaction.org/issues/labor/news/2012/06/20/11682/women-are-the-biggest-losers-from-failure-to-raise-minimum-wage-2/>

<sup>3</sup> <http://thinkprogress.org/economy/2013/07/24/2346781/five-reasons-to-raise-the-minimum-wage-right-now/>

<sup>4</sup> *Ibid.*

<sup>5</sup> *Ibid.*

<sup>6</sup> *Ibid.*

<sup>7</sup> <http://www.epi.org/minimum-wage-statement/>

<sup>8</sup> [leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill\\_id=201320140AB10&search\\_keywords=](http://leginfo.ca.gov/faces/billNavClient.xhtml?bill_id=201320140AB10&search_keywords=)

<sup>9</sup> <http://www.washingtonpost.com/politics/full-text-of-obamas-2014-state-of-the-union-address/>

<sup>10</sup> [http://ballotpedia.org/City\\_of\\_Seatac\\_%22Good\\_Jobs\\_Initiative%22\\_Minimum\\_Wage\\_Increase\\_Proposition\\_1\\_%28November\\_2013%29](http://ballotpedia.org/City_of_Seatac_%22Good_Jobs_Initiative%22_Minimum_Wage_Increase_Proposition_1_%28November_2013%29)

<sup>11</sup> [http://seatacacioncommittee.org/files/2013\\_5\\_1SeaTacInitiative\\_FINAL.pdf](http://seatacacioncommittee.org/files/2013_5_1SeaTacInitiative_FINAL.pdf)

<sup>12</sup> [http://seatacacioncommittee.org/files/Ordinance\\_Summary.pdf](http://seatacacioncommittee.org/files/Ordinance_Summary.pdf)

<sup>13</sup> [www.kplu.org/post/washington-supreme-court-rules-15-minimum-wage-applies-sea-tac-airport](http://www.kplu.org/post/washington-supreme-court-rules-15-minimum-wage-applies-sea-tac-airport)

<sup>14</sup> [http://seattletimes.com/html/localnews/2022593264\\_minimumwagexml.html](http://seattletimes.com/html/localnews/2022593264_minimumwagexml.html)

<sup>15</sup> <http://www.kirotv.com/news/news/seattle-mayor-15-minimum-wage-city-workers/ncbrS/>

<sup>16</sup> <http://nation.time.com/2013/12/07/the-one-day-strike-the-new-labor-weapon-of-last-resort/>

<sup>17</sup> <http://www.usatoday.com/story/money/business/2013/12/05/fast-food-strike-wages/3877023/>

<sup>18</sup> <http://www.nbcbayarea.com/news/national-international/NATL-Fast-Food-Workers-Plan-Protests-234575671.html>

<sup>19</sup> <http://nbcbayarea.com/news/local/Oakland-McDonalds-Fast-Food-Workers-Plan-to-Walk-Off-Job-234617801.html>

**WHEREAS**, Students were instrumental in raising the minimum wage in San Francisco in 2003 and San Jose in 2012;<sup>20,21</sup>

**WHEREAS**, On June 2, 2014 the Emeryville City Council passed a law, which starting July 2, 2014 set a minimum wage of \$14.44, a nearly 50% increase, for business with 56 or more employees and \$12.25 for business with 55 or fewer employees and a cost-of-living increase (with parity for all workers starting in 2019);<sup>22</sup>

**WHEREAS**, \$14.44 is the smallest amount one can earn without qualifying for public assistance;<sup>23</sup>

**WHEREAS**, \$14.44, and even \$15.00, is statistically not a high enough wage to afford basic necessities in many places, including cities containing UC campuses;<sup>24</sup>

**WHEREAS**, "78% of tipped restaurant workers living in poverty are women;"<sup>25</sup>

**WHEREAS**, "82% of tipped workers that would be lifted out of poverty with an increase to the minimum wage are women;"<sup>26</sup>

**WHEREAS**, Raising the minimum wage is one of the most effective ways to lift people out of poverty and improve their livelihood, would close the gender gap, and is a racial justice issue;

**WHEREAS**, The University of California recently announced that it would be implementing a "\$15 minimum wage;"<sup>27</sup>

**WHEREAS**, Many UC student workers work for or on the campuses of the University of California;

**WHEREAS**, Under this policy, a \$15 minimum wage would not be reached until 2017;<sup>28</sup>

**WHEREAS**, This policy includes no cost-of-living adjustment;

**WHEREAS**, This policy excludes all employees working fewer than 20 hours,<sup>29</sup> thereby excluding countless workers;

**WHEREAS**, Most student-workers likely work fewer than 20 hours per week;

**WHEREAS**, At many UC campuses, students are prohibited from working more than 19 hours per week<sup>30</sup>, thereby systematically preventing them from qualifying for a raise under this policy;

**WHEREAS**, UC students are thus not receiving the raise that they are being advertised;

**WHEREAS**, Employees (including student-employees) working fewer than 20 hours per week for on the campuses of the University of California may be working multiple part-time jobs;

**WHEREAS**, Such workers need a raise even more than those workers who have succeeded at finding full-time jobs;

**WHEREAS**, The second-most-popular undergraduate campaign at the 2015 University of California Student Association Congress was *Beyond Survival: A Campaign for Housing and Food Security*; and

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<sup>20</sup> <http://www.youngworkersunited.org/section.php?id=11>

<sup>21</sup> <http://www.thenation.com/article/171510/how-students-san-jose-raised-minimum-wage>

<sup>22</sup> <http://www.ci.emeryville.ca.us/1024/Minimum-Wage-Ordinance>

<sup>23</sup> <http://www.latimes.com/business/la-me-emeryville-minimum-wage-20150817-story.html>

<sup>24</sup> <https://docs.google.com/document/d/1VWoK6OxNJtg7HRQT10km4QLt0txP9TIIIfyc2otvaI/view>

<sup>25</sup> <http://www.latimes.com/business/la-me-emeryville-minimum-wage-20150817-story.html>

<sup>26</sup> *Ibid.*

<sup>27</sup> <http://universityofcalifornia.edu/press-room/uc-president-announces-15hour-minimum-wage>

<sup>28</sup> *Ibid.*

<sup>29</sup> *Ibid.*

<sup>30</sup> [http://careers.ucsc.edu/staff/hire\\_info.html#for](http://careers.ucsc.edu/staff/hire_info.html#for)

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## Resolution Demanding a Real \$15 UC Minimum Wage

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**WHEREAS,** An increase in the minimum wage addresses both affordable housing and food security, by ensuring that workers, including student-workers, earn enough to afford both housing and food.

**THEREFORE BE IT RESOLVED,** That the Board of Directors of the University of California Student Association condemns and opposes the University of California's unnecessary and deceptive exclusion of employees working fewer than twenty hours;

**THEREFORE BE IT FURTHER RESOLVED,** That the Board of Directors of the University of California Student Association demands that the University of California immediately expand the policy to include all employees regardless of hours worked;

**THEREFORE BE IT FURTHER RESOLVED,** That the Board of Directors of the University of California Student Association demands that the University of California immediately announce a cost-of-living increase to the University of California's "\$15" minimum wage; and

**THEREFORE FINALLY BE IT RESOLVED,** That the Board of Directors of the University of California Student Association provides that nothing in this resolution shall be interpreted as the University of California Student Association not calling for a UC-wide minimum wage higher than \$15.