



Resolution R-11-22
The University of Alabama
26th Senate 2021-2022

Authored By: Senator Justin McCleskey, Senator Drew St. Charles

Sponsored By: Senator John Dodd; Senator Andrew Bregman; Senator Hallie Foster; Senator John McLendon; Senator Sarah Beth Corona; Senator Jordan Jones; Senator Izzy Talbert; Senator Aaron Wilkes; Senator Deborah Oberkor; Secretary Grace Federico

Endorsed By Lauren Gilonske, SGA Vice President for Diversity, Equity, and Inclusion; Students for Fair Labor; UA College Democrats; UA Generation Action; Kaila Pouncy, Tide Against Time President;

**A RESOLUTION CALLING FOR THE UNIVERSITY OF ALABAMA TO PROVIDE A
LIVING WAGE FOR STUDENT AND CAMPUS EMPLOYEES**

Be it enacted by the Senate of the Student Government Association assembled

WHEREAS, Currently, the University of Alabama does not have a set minimum wage for campus employees and uses the federal minimum wage of \$7.25 or \$7.50 for a majority of starting student and campus employees; and

WHEREAS, The living wage for a single adult with no children in Tuscaloosa is \$14.55 an hour (MIT Wage Calculator), making most employment positions insufficient to meet minimum living subsistence; and

WHEREAS, Current wage standards require campus employees to find second jobs and balance living standards, preventing a focus on professional and personal growth, and

WHEREAS, Student employment opportunities offer many opportunities to some 2,500 students, including increased access to campus, jobs built with student's schedules in mind, consistent

hours, and other factors; and

WHEREAS, The University of Alabama provides employment to a large population of Tuscaloosa locals, and the Tuscaloosa community had a poverty rate of 24% in 2019, 11% higher than the national average (Data USA); and

WHEREAS, The University of Alabama is committed to its community reaching its greatest potential; and

WHEREAS, Comparable Universities, including Auburn University and the University of Alabama in Birmingham, have raised the minimum wage to \$14.50 for campus workers, placing the University of Alabama at a competitive disadvantage in the hiring and enrollment processes; and

WHEREAS, Auburn University had 12,000 employees (5,300 full-time), in comparison to the University of Alabama's 7,065 (full-time numbers not available), and that Auburn's personnel expenses increased by \$35.9 million (6.36%). This means that it would cost UA roughly \$21 million to implement this change among campus workers, seeing as Auburn increased their wages at the same levels as we would; and

WHEREAS, Current wage standards are not sufficient to maintain competition against off-campus employers, siphoning research talent from University employment positions and limiting growth as an Elite Research Institution (R1 Carnegie Classification); and

WHEREAS, The University of Alabama has the opportunity to be a pioneer in raising the minimum wage for all campus and student workers, providing a recruiting advantage; and

WHEREAS, The University of Alabama has the means to increase wages through the University of Alabama System Board and its \$61,796,881 unrestricted net position (2019-2020 UA Annual Financial Report); NOW

THEREFORE, *be it RESOLVED*, that The University of Alabama Student Government Association expresses its support for the University of Alabama raising its minimum wage to \$14.50 for all full-time campus employees, contingent upon no workers losing their job due to a wage increase.

Be it further resolved, that The University of Alabama Student Government Association

expresses its support for the University of Alabama raising its minimum wage to \$14.50 for all student employees, contingent upon no workers losing their job due to a wage increase.

Be it further resolved, that UA look into the feasibility of receiving more state appropriations to fund some of this initiative, seeing as Auburn and other college campuses received more appropriations in the Fiscal Year they initiated the wage increase

Be it further resolved, that copies of this resolution be to: Dr. Stuart R. Bell, President of the University of Alabama; Dr. Myron Pope, Vice President of Student Life; Matthew Fajack, Vice President of Finance and Operations; Dr. Russell J. Mumper, Vice President of Research and Economic Development; Tonjanita Johnson, Senior Vice Chancellor for Academic and Student Affairs, Dr. Christine Taylor, Vice President and Associate Provost for Diversity, Equity, and Inclusion; Dr. Steven Hood, Senior Associate Vice President; Chapman Greer, Faculty Senate President; Dr. Stacy Jones, Interim Dean of Students; Jim Dalton, Executive Vice President and Provost; Donald Elswick, Executive Director in the Director's Office; Keely Brewer, Editor-In-Chief of The Crimson White; Jillian Fields, President of the Student Government Association; Chapman Greer, President of Faculty Senate; Angel Narvaez-Lugo, Advisor of the Student Government Association; Dr. Ruperto Perez, Associate Vice President for Student Health and Well-being; and others as may be deemed necessary at a later date.