

**The University Senate of Michigan Technological University**

**Proposal 50-19**

(Voting Units: Full Senate)

**Resolution to Provide All Non-Student Michigan Technological University Employees a Living Wage**

Overview:

All Michigan Tech employees deserve a living wage to make a better life for themselves and their families. Based on the official salary booklet from March 2018, approximately 100 staff employees at Michigan Tech earn less than \$15 per hour.

Proposal:

We call on the Board of Trustees to follow the lead of academic institutions like the University of Virginia and Stanford, as well as employers such as Target and Costco, and raise Michigan Tech's minimum base pay from the Michigan state-mandated minimum of \$9.45 to a base living wage of \$15 per hour for all non-student employees. This wage would be in line with the mid-point range of suggested living wages for employees with and without dependents in Houghton, MI. (see <http://livingwage.mit.edu/counties/26061>)

We further recommend implementing those raises for the fiscal year 2020-2021. The cost of elevating all the lowest-paid staff employees to a living wage of \$15 per hour is estimated to be between \$200K and \$400K plus fringes. This forward-thinking and modest action by the Board of Trustees would be consistent with the mission of Michigan Tech and honor a long-term commitment to the well-being of its employees.