




Office of the Provost and
Senior Vice President for Academic Affairs

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TO: Richard Koubek, President

FROM: Andrew Storer, Provost & Senior Vice President for Academic Affairs 

DATE: April 24, 2023

SUBJECT: Senate Proposal 24-23

Attached is Senate proposal 24-23, "Resolution to Provide All Michigan Technological University Employees an Equitable Living Wage," which is a resolution the Senate passed at their April 19, 2023 meeting. I have reviewed this proposal and recommend the Administration acknowledges receipt of the proposal. Because this proposal does not propose, modify, or rescind existing policy or procedures, it does not require Administration approval or disapproval.

I concur X do not concur _____ with the provost's recommendation as stated in this memo.



Richard Koubek, President

4/24/23

Date



Michigan Tech

University Senate

DATE: April 20, 2023
TO: Richard Koubek, President
FROM: Michael Mullins
University Senate President
SUBJECT: Resolution 24-23
COPIES: Andrew Storer, Provost & Senior VP for Academic Affairs

At its meeting on April 19, 2023, the University Senate approved Resolution 24-23, “Resolution to Provide All Michigan Technological University Employees an Equitable Living Wage.” Since this is a resolution, this memo is informational and does not require a response.

The University Senate of Michigan Technological University
Resolution
(Voting Units: Full Senate)

Resolution to Provide All Michigan Technological University Employees an Equitable Living Wage

Resolution 24-23

Submitted by: the Senate Committee for Fringe Benefits and the Senate Committee for Promoting and Facilitating Equity and Understanding

Whereas, state and federal minimum wages are not reflective of equitable living wages;

Whereas, Michigan Tech University Senate passed a resolution supporting a \$15 per hour minimum wage in 2019 (proposal 50-19);

Whereas, inflation in the United States has increased from 1.8% in 2019 to 1.2% to 2020 to 4.7% in 2021 and to 8% in 2022 (see Figure 1);

Whereas, increased inflation has dramatically increased housing costs in Houghton County from an average home value of \$63,000 in 2015 to \$88,000 in 2020 (28% increase) to \$94,000 in 2021 (33% from 2015) to \$107,000 in 2022 (41% from 2015) to \$113,000 in 2023 (44% from 2015) (see Figure 2);

Whereas, Michigan Tech University has two of three unions with different starting hourly wages, which have not tracked with inflation: United AutoWorkers (UAW) starts at \$12.25 per hour (Table 1); and American Federation of State, County, and Municipal Employees (AFSCME) starts at \$15.00 per hour (Table 2);

Whereas, UAW members at Michigan Tech are overwhelmingly women, with 110 members of which 103 are women (93.6%), and in AFSCME with 158 members of which 58 are women (36.7%);

Whereas, a gender pay gap exists between UAW and AFSCME for positions across pay grades that have comparable minimum requirements of education/certifications/licensures, experience, and of knowledge/skills/abilities (Table 3);

Whereas, a \$15.00 per hour minimum wage for all employees was not adopted following MTU senate proposal 50-19 in 2019;

Whereas, Michigan Tech strives to hire and retain highly qualified, exceptional employees and to avoid the high costs of employee turnover;

Resolved, starting minimum wages should be at least \$17.00 per hour adjusted for inflation and increased home values and rentals.

Resolved, this gender pay gap on campus should be closed.

Resolved, these changes should be enacted for the fiscal year 2023-2024.

Appendix of Figures and Tables:

Figure 1: The United States inflation rate from 2000 to 2022. <https://www.statista.com/statistics/191077/inflation-rate-in-the-usa-since-1990/>

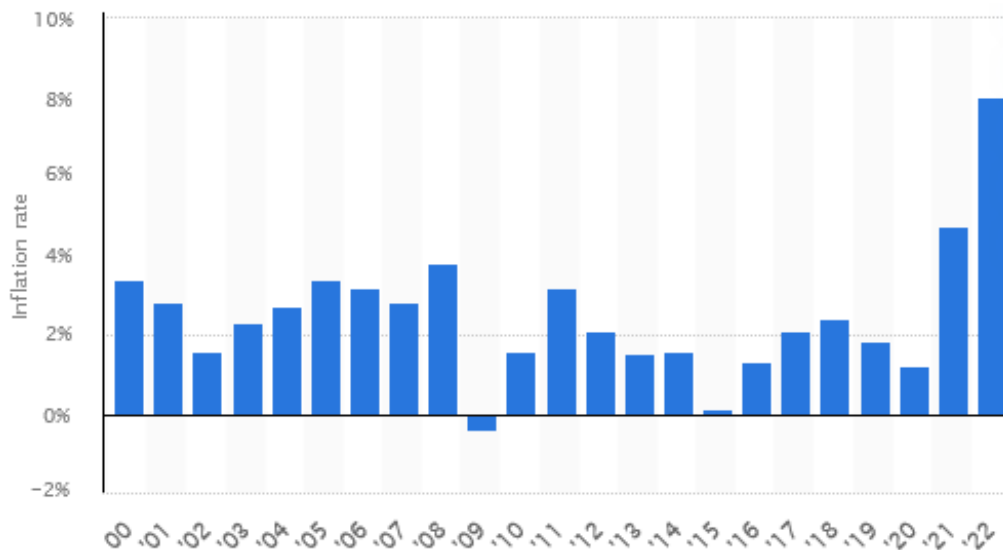


Figure 2: Zillow Home Value Index for Houghton County from 2015 to 2022. <https://www.zillow.com/home-values/2348/houghton-county-mi/>

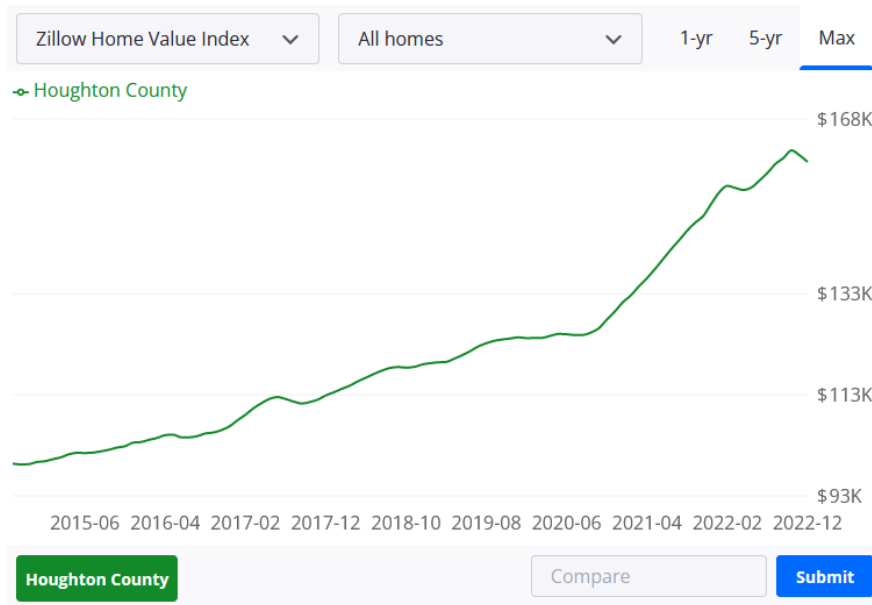


Table 1: UAW Pay Grade Titles and Minimum Pay Rates (page 42 of the UAW Local 5000 Agreement <https://www.mtu.edu/hr/current/docs/uaw-contract.pdf>).

Pay Grade Titles and Minimum Pay Rates		
<p>PAY GRADE LEVEL 4 \$12.25</p> <ul style="list-style-type: none"> • Office Assistant 4 • Library Assistant 4 	<p>PAY GRADE LEVEL 5 \$13.00</p> <ul style="list-style-type: none"> • Office Assistant 5 • Library Assistant 5 	<p>PAY GRADE LEVEL 6 \$13.75</p> <ul style="list-style-type: none"> • Office Assistant 6 • Library Assistant 6
<p>PAY GRADE LEVEL 7 \$14.25</p> <ul style="list-style-type: none"> • Administrative Aide 7 • Library Assistant 7 	<p>PAY GRADE LEVEL 8 \$15.00</p> <ul style="list-style-type: none"> • Administrative Aide 8 • Library Assistant 8 • Dispatcher 	<p>PAY GRADE LEVEL 9 \$16.00</p> <ul style="list-style-type: none"> • Sr. Administrative Aide • Sr. Library Assistant • Sr. Dispatcher
<ul style="list-style-type: none"> • Pay Rate is the employee's hourly rate. 		

Table 2: AFSCME Pay Grade Titles and Pay Rates (on MTU’s AFSCME’s webpage: <https://www.mtu.edu/hr/current/union/afscme-negotiations/>).

Pay Grade	Classification	Effective January 1, 2023	Effective July 1, 2023	Effective July 1, 2024	Effective July 1, 2025
		Minimum Pay	Minimum Pay	Minimum Pay	Minimum Pay
A	Custodian	\$14.25 \$15.00	15.45	\$15.91	\$16.39
	Groundsperson				
	Food Service Helper				
	Stock Clerk				
B	Cook’s Helper	\$16.00 \$16.15	\$16.63	\$17.13	\$17.65
	Groundsperson				
	Mail Services Specialist				
	Stores Clerk				
C	Building Mechanic-I	\$16.50 \$16.75	\$17.25	\$17.77	\$18.30
	Baker				
	Cook				
	Stores Clerk				
	Transportation Services Tech				
D	Building Mechanic I	\$17.50 \$18.05	\$18.59	\$19.15	\$19.72
	Mail Specialist II				
E	Building Mechanic II	\$17.75 \$19.00	\$19.57	\$20.16	\$20.76
	Equipment Operator-I				
F	Building Mechanic III	\$18.75 \$21.05	\$21.68	\$22.33	\$23.00
	Equipment Operator I				
	Equipment Operator-II				
	Transportation Services Tech				
G	Maintenance Machinist	\$19.25 \$22.00	\$22.66	\$23.34	\$24.04
	CEP Mechanic/Operator	\$21.00 \$25.50	\$26.27	\$27.05	\$27.86
H	Equipment Operator II				
I	HVAC Technician	\$23.50 \$26.50	\$27.30	\$28.11	\$28.96
	Maintenance Mechanic				
	Electrician				
	Plumber				
	Carpenter				
J	Multi-Licensed Trade	\$26.00 \$31.00	\$31.93	\$32.89	\$33.87

Table 3: Comparison of minimum requirements for jobs in the UAW and AFSCME union. These were copied from MTU’s job openings website (<https://www.employment.mtu.edu/en-us/listing/>).

	Office Assistant 4	Custodian	Administrative Aide 8
Union	UAW	AFSCME	UAW
Minimum starting pay	\$12.25 per hour Pay grade level 4	\$15.00 per hour pay grade A	\$15.00 per hour Pay grade level 8
Required Education, Certifications, Licensures (minimum requirements)	<ul style="list-style-type: none"> High school diploma or an equivalent combination of education and experience from which comparable knowledge and abilities can be acquired. 	<ul style="list-style-type: none"> High school diploma, or an equivalent combination of education and experience from which comparable knowledge and abilities can be acquired. 	<ul style="list-style-type: none"> High School diploma or equivalent

<p>Required Experience (minimum requirements)</p>	<ul style="list-style-type: none"> ● 1-year experience using Microsoft Office Suite, Google Main, Google Docs, and Windows based computers. ● 1-year of college. ● Experience proctoring paper/pencil and computerized exams. ● Experience with computerized testing through sponsored organizations. 	<ul style="list-style-type: none"> ● One year experience with primary duties as a custodian, or an equivalent combination of experience to equal one year full time. ● One year experience maintaining a variety of floor surfaces using auto-scrubbers, burnishers, buffers, carpet extraction vacuums, and other commercial cleaning equipment. 	<ul style="list-style-type: none"> ● 5 year office/clerical experience
<p>Required Knowledge, Skills, and/or Abilities (minimum requirements)</p>	<ul style="list-style-type: none"> ● Demonstrated ability to independently organize, prioritize, and complete multiple work assignments in a fast-paced work environment with frequent interruptions. ● Demonstrated ability to use judgment when dealing with confidential information. ● Demonstrated ability to work with accuracy and attention to detail. ● Demonstrated ability to work independently and take initiative to solve problems. ● Demonstrated ability to communicate effectively across cultural boundaries and work harmoniously with diverse groups of students, faculty, and staff. ● Demonstrated ability to deal professionally with challenging customer service situations. ● Demonstrated commitment to contribute to a safe work environment. ● Excellent interpersonal, customer service, and written/oral communication skills. ● Demonstrated ability to effectively adapt to change. ● Demonstrated ability to communicate effectively across cultural boundaries and work harmoniously with diverse groups of students, faculty, and staff. 	<ul style="list-style-type: none"> ● Excellent communication, customer service and interpersonal skills. ● Demonstrated ability to use basic internet and web-based applications. ● Demonstrated ability to follow instructions and perform work with minimum supervision. ● Demonstrated ability to work harmoniously with clients, students and staff in varying situations and in all areas when assigned. ● Demonstrated ability to maintain a clean and safe facility. ● Demonstrated ability to perform general maintenance tasks, including changing lights, bulbs. The use of ladders will be required to perform some of these tasks. ● Demonstrated ability to communicate effectively across cultural boundaries and work harmoniously with diverse groups of students, faculty, and staff . ● Demonstrated commitment to contribute to a safe work environment. 	<ul style="list-style-type: none"> ● 5 years basic computing skills ● Demonstrated ability to communicate effectively across cultural boundaries and work harmoniously with diverse groups of students, faculty, and staff. ● Demonstrated commitment to contribute to a safe work environment.