



University of Washington  
FACULTY SENATE  
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*Class C Bulletin No. 551*

**Resolution on Living Wages at the University of Washington**

**April 22, 2016**

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**Resolution on Living Wages at University of Washington,**

WHEREAS, students, staff, and faculty are mutually critical to the University of Washington's endeavors, success, and excellence; and

WHEREAS, it is written in our University of Washington Vision & Values statement, "As a public university we are deeply committed to serving all our citizens;" and

WHEREAS, "As an integral part of a large and diverse community, the University [of Washington] seeks broad representation of and encourages sustained participation in that community by its students, its faculty, and its staff" ([UW Regent Policy No. 5](#)); and

WHEREAS, the growing income and economic gap between rich and poor in the United States of America, Washington state, and the University of Washington undermines our stated mission of equity, access, inclusion, excellence, and discovery; and

WHEREAS, in many American communities, families working in low-wage jobs make insufficient income to live locally given the local cost of living; and

WHEREAS, in a number of high-cost communities, community organizers and citizens have successfully argued that the prevailing wage offered by the public sector and key businesses should reflect a wage rate required to meet minimum standards of living; and

WHEREAS, establishing a living wage, an approximate income needed to meet a family's basic needs, would enable the lowest paid workers at UW to achieve financial independence while maintaining housing and food security; and

WHEREAS, the City of Seattle has passed landmark legislation to raise minimum wage to \$15/hour; and

WHEREAS, the faculty recognizes the administration's efforts to address this legislation by raising minimum wage for staff and students, with the exception of University of Washington Tacoma students, to \$13 per hour January 1, 2016 and \$15 per hour beginning January 1, 2017.

BE IT RESOLVED, that the faculty calls on the University of Washington administration to follow at least the City of Seattle's minimum wage schedule and subsequent cost of living increases for ALL workers on ALL campuses and make an official announcement of this intention immediately; and

BE IT FURTHER RESOLVED, that the University of Washington administration honor all workers at UW campuses and facilities by responding not only to relevant city and state minimum wage labor legislation, but go beyond the letter of law to address the spirit of the law by following established means (e.g. MIT Living Wage Calculator\*) to develop an ongoing salary policy guaranteeing living wages to all UW employees; and

BE IT FURTHER RESOLVED, that the University of Washington will ensure that the advisory committee on minimum wage:

1. comprise appropriate stakeholders including faculty, student, and staff representation from all campuses;
2. address in an ongoing manner wage compression and serious recruitment and retention challenges in this critical labor category; and
3. continue to educate and inform faculty on the value of both student and staff support and the need and costs of living wages.

\* <http://livingwage.mit.edu/counties/53033>

*Approved by:*  
Senate Executive Committee  
April 4, 2016

*Approved by:*  
Faculty Senate  
April 21, 2016