

Resolution Expressing the Will of the Student Body for the Implementation of a Living Wage

Recognizing that the Federal Poverty Guideline for a family of four is estimated to be \$20,000 a year, and government aid in the form of food stamps is given to those earning under \$26,000 a year; and

Whereas the typical starting wage for full-time employment as a Notre Dame staff member is \$6.45-\$10.17 an hour, and that the wage threshold for federal benefits is calculated to be \$12.10 an hour; and

Recognizing that the poverty guideline for a year is determined by the cost of an emergency food diet designed for temporary or emergency use when funds are low, multiplied by three (3), so that benefits both received and potential do not make up for wage deficiencies; and

Recognizing that the reported increases in service contract prices in municipalities that have implemented a living wage are consistently very small, generally ranging between 0.003% and 0.07% of the localities' budgets (The Brennan Center); and

Recognizing that although the cost of living constantly increases for Notre Dame employees, as an employer, the University does not give raises based on increases in cost of living or inflation; and

Recognizing that the Office of Institutional Equity and Staff Advisory Councils do handle some worker issues, but do not have governance to raise wages; and

Recognizing that Notre Dame as a Catholic institution strives to exemplify Catholic teaching, which states that all workers have the "right to a wage determined by the criterion of justice," (*Pacem in Terris*) and that "just remuneration for the work of an adult who is responsible for a family means remuneration which will suffice for establishing and properly maintaining a family and for providing for its security in the future" (*Laborem Exercens*); and

Recognizing that according to its mission statement, "The University seeks to cultivate in its students not only an appreciation for the great achievements of human beings but also a disciplined sensibility to the poverty, injustice, and oppression that burden the lives of so many, [and] to create a sense of human solidarity and concern for the common good that will bear fruit as learning becomes service to justice"; and

Affirming that, according to this mission statement and in-line with Catholic teaching, the University must show solidarity with all members of its family;

Therefore be it resolved that a \$12.10 wage minimum for all full-time workers must be instated with annual cost of living adjustments, so Notre Dame can continue to fulfill its mission as a truly Catholic institution and employer.