

Joint Resolution for a \$15/hour Wage Floor

Whereas, every person employed by the University of Memphis, regardless of position, deserves to earn enough money to provide for themselves and their families without the use of public assistance; and

Whereas, “our limited public dollars should not be subsidizing poverty-wage work. When subsidized employers are allowed to pay their workers less than a living wage, tax payers end up footing a double bill: the initial subsidy and then the food stamps, emergency medical, housing and other social services low wage workers may require to support themselves and their families even minimally;”¹ and

Whereas, the current minimum wage at the University of Memphis is \$10.60/hour or \$20,670/year; and

Whereas, the City of Memphis, the Shelby County Government and Shelby County Schools have already committed to raising their minimum wage to \$15/hour; and

Whereas, approximately 335 staff members working for the University of Memphis currently make under \$15/hour or \$29,250/year; therefore,

Be it resolved that,

1. The Chief Financial Officer be empowered to develop several possible compensation plans for raising the wage floor at the University of Memphis to \$15/hour or \$29,250/year and that those plans be presented to a joint meeting of both the Faculty and Staff Senate for discussion and determination of further action.
2. The University of Memphis commit to raising the minimum wage for all workers to \$15/hour or \$29,250/year and make a long-term commitment to improving the wages of its lowest paid workers to address remaining issues of compression.

¹ “Building Power in our Workplaces and Neighborhoods.” ACORN. Accessed November 29, 2018. <http://livingwagecampaign.org/>.