

Student Government Resolution 121.008

A Resolution Recommending Dialogue to Raise the Minimum Wage

Sponsored By: Mike Owsley, External Affairs Chair; Dan King, Legislative Director; Grace Rowley, Voting Senator; Brenna Larkin, Voting Senator; Colleen O'Reilly, Incoming Senator; Abby Knabe, Incoming Senator

WHEREAS,

- The Student Government is the official governing body of the Student Association and exists to represent the present and long-term best interests of the Student Association in the formulation of University policy and in the fulfillment of the University's mission; and
- Last year, while the minimum wage in the state of Missouri was \$9.45 an hour, institutional pay was at \$9.40 an hour; and
- The current state minimum wage is \$10.30 an hour, set to rise to \$11.15 an hour at the start of 2022; and
- The current starting wage for institutional pay workers is still \$9.40 an hour, which is a sub-minimum wage; and
- This is set to rise to \$10.10 an hour at the start of the 2022 spring semester; and
- This practice of paying students less than the state's minimum wage is possible under an established exemption titled WH-205 in the Federal Fair Labor Standards Act¹; and
- This practice disproportionately affects economically disadvantaged students, who may lack access to transportation and thus rely on the easily accessible institutional jobs for work; and
- It also disproportionately impacts international students, who may not be able to work off-campus due to the terms of their visas; and
- It further impacts student workers who complete their scholarship hours and continue working for pay with an institutional wage; and
- In the past, student groups have protested about this issue, drawing attention to their concerns over these labor practices²; and
- Students have brought their concerns on this issue to the Board of Governors; and

¹ <https://www.dol.gov/agencies/whd/forms/wh205>

² <https://tmn.truman.edu/blog/news/campus/student-groups-organize-wage-strike-on-campus/>

- The administration has expressed concern about the funds to raise the minimum wage in the past³;

THEREFORE BE IT RESOLVED THAT THE STUDENT GOVERNMENT,

- Recommends the University raise the minimum wage for institutional pay workers to the state minimum in 2022; and
- Requests the University, in the form of the Financial Aid Department and Business Office, and Student Government, in the form of Student Affairs and External Affairs, commit to work together to find a way to accomplish this goal;

THE STUDENT GOVERNMENT DIRECTS THAT,

Additional copies of this resolution are disseminated to Dr. Sue Thomas, President; Dr. Janet Gooch, Provost and Vice President of Academic Affairs; Dave Rector, Vice President for Administration, Budgeting, and Planning; Mike Garzanelli, Comptroller; Eric Davis, Payroll Supervisor; Tyana Lange, Vice President of Enrollment Management and Marketing; Jonathan Vieker, Director of Retention and Student Success; Janna Stoskopf, Dean of Student Life; the University Archives; and the Truman Media Network.

Passed 12-5-0, December 12th, 2021

A handwritten signature in black ink that reads "Shania Montúfar". The signature is written in a cursive style with a long horizontal line extending from the end of the name.

Shania Montúfar, President of the Student Association

Figure 1: The link to the December 4th, Board of Governors meeting, where a new pay scale was created.

<https://www.truman.edu/wp-content/uploads/2021/12/Open-Session-as-of-12-2-21.pdf?x30829>

³ <https://tmn.truman.edu/blog/news/campus/student-groups-organize-wage-strike-on-campus/>