

Minimum Wage Resolution FAQs

Q: What would this resolution accomplish?

A: This resolution does not affect policy directly, nor does it contain specific policy directives. CSA resolutions are meant to show support from the student body for a particular issue. This resolution is intended to show the administration that students are concerned about the minimum wage on campus, and to start a broad, campus-wide dialogue among students, faculty, and staff about this issue.

Q: Why should we have \$15?

A: The fight for a living wage is happening in many locations around country. People are becoming aware that the current minimum wage is not enough money to survive on, even when working 40 plus hours a week. As students who are in a relatively privileged position, raising our wage may seem unnecessary. However, by using this position we have, we are hope our efforts will contribute to ongoing statewide and nationwide movements for economic justice. If it is the case that Carleton has the money to raise the minimum wage, then doing so would influence Northfield and beyond to do the same. This could be a catalyst for economic justice for more than just student workers. Further, many students on this campus rely on work-study to afford attending this college. Students who have a job have time miss out on some enriching activities on campus and should be compensated fairly for their time. Raising the wage would recognize this disparity in free time between students who have and don't have a work study job.

Q: Why do student workers deserve \$15/hr for their jobs?

A: If the college is employing a student worker in a certain job, the college recognizes a need for that job to be filled by a student worker. We understand that some jobs require more physical/intellectual labor than others, but regardless, the college needs these positions filled. Even if time is spent on the job doing homework, that is normally because it is a position that has varying frequencies of tasks. Some time the student is busy while others they are not. That does not mean the student doesn't perform valuable work for college. There is also the possibility that some extra time is spent on the job just so the student can be earn enough. If this is the case, raising the wage could allow the student to take on less hours while earning the same amount. This could be a catalyst for economic justice for more than just student workers. Our eventual goal is a campus-wide minimum wage for Sayles and Weitz café workers, which may extend to a Northfield-wide \$15/hr minimum wage.

Q: Where will the money come from?

A: We believe that Carleton has the money to make this happen. Since the increase in wage would happen in annual gradual increases, one can think of it as a similar process to just the state minimum wage increasing. Hypothetically, if Minnesota passed a new state minimum wage, the college would have to follow suit. This proposal would represent less than 1/100th of 1% of the college's endowment. While we recognize the endowment is invested and cannot necessarily be used to fund the wage increase, this comparison puts the cost in perspective. The school found the resources for the new Science Building and Geothermal Project and we believe similar efforts could be made to raise the minimum wage. Unfortunately, the College's budget is private, so we do not have enough information to know how exactly the budget is being spent from year to year. However, we do know that the endowment is increasing and that the college has been successful in raising money from alumni for worthy projects. If students and alumni show support for a \$15 wage, then there would be the incentive to begin the process of finding where in the budget the money can come from.

Q: Should all student workers get paid the same?

A: All student workers, regardless of their position, are committing time to the college. This time spent not doing other activities, so there is a cost of that comes along with that. While it's true that different jobs have different levels of difficulty, the current policy at Carleton is that work study positions paid for by the school receive the same amount. This is a separate conversation to be had, but isn't pertinent to this proposal. We believe students should be fairly compensated for the work they perform and the time they spend. Also, if student work jobs varied in pay by level of difficulty, there is the possibility that higher need students would end up taking the more demanding positions, while students who are not as high of need could take less demanding, lower paying jobs. This could create hierarchical work culture on campus, where the type of position a student works alludes to economic status.

In Solidarity,

The Carleton Democratic Socialists of America