



Central Student Government

Assembly Resolution 13-005

Establishing a Living Minimum Wage for all CSG Employees

Resolution Information

Sponsor(s)	Riley Kina, Rules Vice Chair (LSA) Emma Sklar, LSA Liam Reaser, Rules Chair (LSA)
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Long title	A Procedural and Appropriations Resolution to increase the minimum wage that Central Student Government workers are paid.
Author Summary	This resolution would increase the minimum wage for Central Student Government workers. Currently workers are being paid \$15 per hour which is under the living minimum wage. This resolution would increase these workers' pay to \$18.67 per hour and update that figure annually.

Assembly Information (to be completed by the Speaker)

Requirements	Reading in two separate meetings; simple majority vote; Presidential approval.
Committees	Rules, Finance

Committee Information (to be completed by the respective Committee Chairs)

Committee (if applicable)	Passed For First Reads (Y/N)	Passed For Second Reads (Y/N)
Rules	Y; LBR	Y; LBR
Finance	Y; MT	
Communications		
Resolutions		

Attest

Jarek Schmanski, LSA
Speaker of the Assembly

Yes:

No:

Abstain:

Date: ## Month YYYY

Presidential Approval

Meera Herle, Ford

Date

Section 1.

The Central Student Government Assembly finds and declares all of the following:

WHEREAS,

A “living minimum wage” is defined as “[a socially acceptable level of income that provides adequate coverage for basic necessities such as food, shelter, child services, and healthcare](#)”¹; and,

WHEREAS,

The Massachusetts Institute of Technology (MIT) developed a [living wage calculator](#)² to “estimate the local wage rate that a full-time worker requires to cover the costs of their family’s basic needs where they live;”

WHEREAS,

A wage of \$18.67 is the living wage in [Ann Arbor, Michigan](#)³ as of 2023; and,

WHEREAS,

The hourly wage both CSG employees and eligible members receiving “Need-Based Compensation” is [currently set at \\$15/hour](#) (with no mechanism for dynamic adjustment or updating on a semesterly/annual basis), which is significantly below the current living wage of \$18.67/hour for full-time employees in the city of Ann Arbor (roughly 80.3% of the estimate for a living wage); and,

WHEREAS,

Although CSG employees typically do not reach “full-time” status of a traditional 40-hour work week, both the trend of part-time workers accumulating 40 total hours per week at [multiple](#)⁴ jobs and the Pell-grant CSG wages for low-income students justify that CSG pay all of its employees a bare minimum living wage, regardless of the amount of hours worked; and,

WHEREAS,

Many CSG employees have the financial burden of paying for their tuition, housing, and other necessities. These expenses add up and it would be beneficial for these employees to make at least a minimum living wage. Tuition alone costs \$16,178 for in-state students and \$53,232 for out-of-state students.⁵ Overall, the University of Michigan estimates that students will on average have living costs of over \$30,000 for in state students and over \$70,000 for out of state students;⁶ and,

WHEREAS,

As yearly inflation, tuition, and other cost of living factors increase every year, even the \$18.67/hour figure will become outdated, necessitating that this figure is updated annually; and,

WHEREAS,

Adopting this amendment solves both an immediate inequity and “future proofing” against the same inequity due to economic changes will eliminate the need for tedious and common sense updates; and,

WHEREAS,

¹ [“What Is a Living Wage? Definition, History, and How to Calculate” — Investopedia](#)

² [Living Wage Calculator — MIT](#)

³ [Living Wage Calculation for Ann Arbor, MI — MIT](#)

⁴ [“More American workers are taking on second jobs as inflation rages” - CBS News](#)

⁵ [Tuition and Fees-Office of the Registrar](#)

⁶ [Estimating Costs-University of Michigan](#)

The largest increase in costs will be the current transition to this proposed system from a previous, unchanging value, which would be to the amount of [~\\$3700 this Fall](#)⁷; and,

WHEREAS,

The semester-by-semester changes when the annual living wage calculation is updated are expected to only increase the amount of cost incurred by a few hundred dollars at most.

Section 2.

THEREFORE it is, by the Students of the University of Michigan, through Central Student Government:

RESOLVED,

CSG workers' minimum wages will increase from \$15 an hour to \$18.67 an hour, in accordance with the MIT living wage calculator for Ann Arbor, MI; and,

AND FURTHER RESOLVED,

The Assembly commits to further action to bring the number of hours credited to employees in line with their actual number of hours worked per week, on average; and,

AND FURTHER RESOLVED,

The Assembly recommends any positions created by the Executive are paid at this wage; and,

AND FURTHER RESOLVED,

This wage be adjusted annually to account for cost of living increases; and,

AND FINALLY RESOLVED,

The [Compiled Code](#) be amended according to Appendix A, effective the first day the Fall 2023 budget comes into effect.

⁷ [Wage Increase Memo - CSG Program Manager & Accountant](#)

Appendix A:

Article V Finance

B. Budget Mandates.

1. The following budget mandates must be followed during the Fall and Winter Budgets:
 - a. The Budget must allocate **at least** 51% of all funding towards the SOC account.
 - b. The Budget must allocate **at least** 5% of all funding towards the reserves.
2. ~~The Budget may allocate more than the given percentages towards each account.~~
3. The following budget mandate must be followed during all budgets:
 - a. All hourly employees or officials receiving “Need-Based Compensation” must be paid a minimum living wage, per the MIT Living Wage Calculator for one adult with zero children in Ann Arbor, MI
 - b. The MIT Living Wage calculation for Ann Arbor be updated once annually for the Winter Budget
 - i. This calculation is part of the compliance check for each budget cycle (See B(5.))
- ~~3.~~ 4. If a Budget fails to meet these minimum mandates, the authorized signers must immediately transfer funds to ensure that the budget is compliant with these rules.
- ~~4.~~ 5. The Budget must be checked by the Treasurer or Deputy Treasurer to ensure compliance with these rules before it is submitted to the Assembly for review.

D. Accounts.

11. **Need-Based Compensation.** This account contains funds to compensate eligible officials for the time dedicated to CSG during the Fall, Winter, and Spring/Summer terms for which they are not otherwise compensated by CSG. The amount budgeted to this account in the Semester Budget is calculated after the initial deadline set for eligibility verification, and will be revised as the semester progresses. The amount is based on the number of eligible officials, the maximum number of hours for which they can receive compensation in that term, and the compensation amount of **a living hourly wage, as defined in Art V Section B(3)(a) of this Compiled Code** ~~\$15/hour~~. However, the amount budgeted to this account must not exceed:
 - 1) The amount of funding required to fulfill 75% of the projected maximum claimable hours, as decided by the CSG program manager and accountant; and,
 - 2) 33% of revenue in the Spring-Summer term and 16.5% of revenue in the Fall and Winter terms. ~~47% of revenue nor be less than \$250.~~

Article VII Student Body Programs and Initiatives

B. Test Prep Program (TPP).

1. Leadership.

a. Director.

- v. **Pay.** The Director is included in CSG's payrolled staff, and is paid ~~\$15 per hour~~ **a living hourly wage, as defined in Art V Section B(3)(a) of this Compiled Code**, up to a maximum of 10 hours per week for work completed within their Directorship capacity upon submission of timesheets to the Program Manager. The Director is ineligible for Need-Based Compensation.

b. Deputy Director.

...

i. Pay. The Deputy Director is included in CSG's payrolled staff, and is paid ~~\$15 per hour~~ a living hourly wage, as defined in Art V Section B(3)(a) of this Compiled Code, up to a maximum of 5 hours per week for work completed within their ~~Deputy Directorship~~ capacity upon submission of timesheets to the Program Manager. The Deputy Director is ineligible for Need-Based Compensation.