

Resolution for a Living Wage

Whereas, St. Mary's College of Maryland employs 375 full-time workers, some at a salary of \$15,700, a wage which would qualify a family of four for numerous federal benefits, and

Whereas, every employee at the St. Mary's is vital to the fulfillment of our mission, and

Whereas, paying such low wages promotes poverty-level wages in the surrounding community, increases employee turnover, and negatively affects morale on campus, and

Whereas, the income threshold for most federal benefits (including food stamps) for a family of four is significantly higher (currently \$23,920), and

Whereas, it would cost roughly \$200,000 to raise all employee wages above this threshold and counteract some of the resulting salary compression,

Therefore, be it resolved that the faculty of St. Mary's College of Maryland supports the creation of a Living Wage standard on campus, with a reasonable guideline similar to that mentioned above. This standard could be phased in over a number of years; the first phase should begin as soon as employee raises are allowed. The faculty also resolves that the College should minimize the outsourcing of full-time jobs to contractors that offer lower compensation packages.