

Resolution Number: RF18-375

December, 2018

Whereas:

RATIONALE: Considering the high cost of living in San Francisco, the important work of the CSU Graduation Initiative 2025, the Foundations of Excellence, and other projects that focus on student success, retention, engagement and well-being, we resolve to support honoring the minimum wage in the city of San Francisco, rather than the California minimum wage for all student employees at SF State.

Whereas:

basic needs are critical to student success; and constitute one of the six core areas of emphasis in the CSU Graduation Initiative 2025; and

Whereas:

SF State defines equity and resilience as two of its strategic values
and

Whereas:

a living wage is essential to meeting basic needs, avoiding displacement, addressing food insecurity, and enabling student retention and success; and

Whereas:

student employees, including Federal work-study students, make up an important and essential component of the SF State workforce, and provide University units with high quality and much needed support; and

Whereas:

Cal State LA asserts that “equitable salary treatment is essential to the morale of student employees and requires that students performing comparable tasks receive comparable wages, regardless of their classification as Student Assistant or Federal Work-Study employees; and

Whereas:

San Francisco is the most expensive city in the nation in which to rent housing;
and

Whereas:

the California Employment Development Department identifies the SF Bay Area as having the highest cost of living in the state and San Francisco as having the highest rate of inflation in the nation; and

Whereas:

the City of San Francisco defines low income as \$117,400 or less per year for a family of four, a per-hour wage of almost \$60/hour, which is almost four times the current City of San Francisco minimum wage (\$15/hour); and

Whereas:

CSU campuses are legally bound only by the California State minimum wage (currently \$11/hour); therefore be it

Resolved:

that the minimum wage paid to all student employees of SF State, regardless of their funding source (federal work-study, University Corp, or external grants) reflect the minimum wage of the City & County of San
