

ACTION REQUESTED

The proposed resolution calls upon the Rutgers University Board of Governors and concerns the minimum wage paid to all employees of the university.

RESOLUTION

We recommend that the Board of Governors adopts the following resolution:

WHEREAS, the federal minimum wages are contained in the FSLA, which effective since July 24, 2009, states that the federal minimum wage is \$7.25 per hour

WHEREAS, the State of New Jersey also has minimum wage laws to which the University must adhere. These laws currently state that the basic minimum wage is \$8.44 per hour.

WHEREAS, an employee is subject to State and Federal minimum wage laws, and entitled to the highest minimum wages.

WHEREAS, in 2014-2015 Rutgers had an operating budget surplus of \$74 million.

WHEREAS, in February 2016, President Robert Barchi was awarded a \$97,000 bonus, which brought his annual salary to \$676,260/year. Football coach Chris Ash earned \$2 million in his first season, with a \$100,000 raise every year until his contract expires in 2021. He also is awarded financial incentives such as a \$15,000/year automobile stipend and a country club membership. Compare these to Busch Dining Hall job title "DINING SERVICES WORKER B" whose gross pay is \$18,168.24/year or an academic year STEM PTL whose gross pay amounts to \$18,110.77/year.

WHEREAS, in 2015, the university was able to achieve a fundraising goal of one billion dollars which was then allocated to student learning, campuses, and facilities.

WHEREAS, a \$15.00 minimum wage has already been successfully in place at other institutions such as Columbia University and the University of Washington. Now, therefore be it

RESOLVED, that the Board revise the budget for upcoming school years to allocate a significant proportion of the operating budget surplus to incremented increases of Rutgers employee minimum wages.

RESOLVED, that by the 2019-2020 Fall term the minimum wage for all employees of Rutgers University be \$15.00 per hour.

RESOLVED, that should Federal or State minimum wage legislation exceed \$15.00 per hour, Rutgers employees will receive the highest minimum wage.

SOURCES

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