

Adopted by the Faculty Senate on Feb. 6, 2006

**Resolution for the February 6, 2006 Faculty Senate Meeting
Submitted by the Living Wage Task Force**

WHEREAS, the 2005 Living Task Force Report documents that the university has made progress over the past five years in lowering the percentage of full-time hourly workers who make below a living wage, calculated for 2005 at \$10.73/hour plus benefits, and

WHEREAS, the 2005 Living Task Force Report also documents that over 40% of full-time hourly university employees continue to make below a living wage, and

WHEREAS, all employees on campus contribute to the mission of the university, and their well-being is a matter deserving of the university's respect and sustained attention,

WHEREAS, the living wage represents a level of economic fairness that no full-time employees on campus should fall below,

THEREFORE, BE IT RESOLVED:

1. That the Faculty Senate reaffirms its March 5, 2001 support for a living wage for UTK and contracted campus employees,
2. That the Faculty Senate Budget and Planning Committee work with the administration to develop a multi-year plan to achieve a living wage,
3. That the Office of the Chancellor, in consultation with representatives of the Faculty Senate, compile an annual snapshot of the University's pay structure, and that it assist the Faculty Senate in carrying out a comprehensive study every five years as

outlined in the 2005 report of the Living Wage Task Force, and

4. That the university require private contractors for custodial and food services to provide wage and benefit information as a stipulation of their contracts.