

BASICS OF A LIVING WAGE

WHAT IS A LIVING WAGE?



A living wage is the minimum amount of money a family of four needs to make in order to afford their basic needs within their residential area. In Charlottesville the living wage is \$13.72. There are seven basic needs that are considered in the living wage: housing, food, health care, child care, transportation, taxes, and other basic necessities (things like clothing, cleaning supplies, non-prescriptive medicine, etc.). The number for a living wage must be calculated yearly to account for inflation and the rising cost of living. The living wage is the bare minimum necessary to cover these costs and does not account for savings for retirement, college tuition for any dependents, or emergency savings.

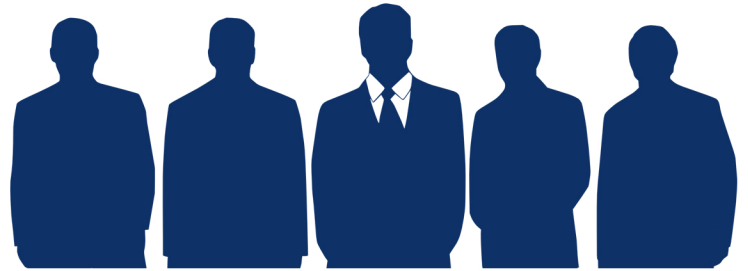
WHY DO WORKERS DESERVE A LIVING WAGE?

It is our belief that people working 40 hours a week should be able to support themselves and their families through that full time job. The University, as a public institution with the moral imperative to do good, should not be paying workers wages that keep them in poverty and force them to rely on government assistance. In doing so, they are asking these workers to sacrifice years of their lives, health, and well-being to keep the University running in exchange for very little. By employing workers without paying them a living wage, the University is choosing a small amount of profit over the lives of people who are essential to the survival of the school and the community of Charlottesville. Workers should not be required to cut out the bare necessities because the University refuses to pay a fair wage.

CONTRACTED VS. DIRECT EMPLOYEES

Direct employees are those hired and paid directly by UVA, whereas contracted employees work for a company that UVA contracts in order to perform a specific function. Contracted workers are paid by their company with whom UVA has a contract. For example, in the dining halls, workers are contracted through Aramark which also contracts food services for many other universities and private prisons. While the lowest paid direct full time employee earns \$11.76, the wages of contracted employees at UVA are unknown as the University has refused to gather information about how much Aramark pays. They could be paid as low as the federal minimum wage. Many other workers at UVA are also contracted employees, especially those in janitorial and maintenance positions. When we discuss a living wage at the university we are including both direct and contracted workers.

WHO ARE THE BOARD OF VISITORS?

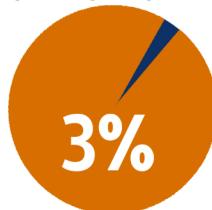


The Board of Visitors is UVA's governing body that consists of 17 members appointed by the governor. They meet four times a year in the Rotunda to set long and short term University policy and budgets. Indeed, many of the appointees have little to no background in education and are chosen based on ties, whether personal, political, and/or financial, to the governor.

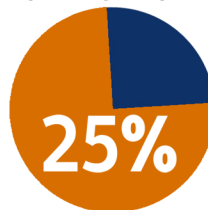
QUICK FACTS



UNEMPLOYMENT IN CHARLOTTESVILLE



POVERTY IN CHARLOTTESVILLE



IT WOULD ONLY COST **0.04%** OF THE OPERATING BUDGET TO PAY A LIVING WAGE



GET INVOLVED
Meetings every Monday
8PM in Monroe 110

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