

De Anza Associated Student Body Senate

Resolution of Living Wage for Student Employees

Authors: DASB Legislative Affairs Committee, Genevieve Kolar

Sponsors:

WHEREAS, the cost of living in the Foothill-De Anza Community College District (FHDACCD) service area makes it very difficult for student workers to simultaneously afford to work and study at their academic institutions¹; for student employees limited to 19 hours of work per week at state minimum wage of \$13/hour, maximum annual income is less than half of Santa Clara County’s ‘extremely low income’ designation;²

WHEREAS, low income status impedes ability to live near FHDACCD academic institutions and increases risk of dropping out due to housing, food, and transit insecurity, thus our colleges are contributing to the very problems of equity and affordability we are invested in treating;

WHEREAS, low income status constitutes a struggle to maintain basic standards of living that will allow for focus on studies, while their employment is dependent on full-time student status, further undermining the FHDACCD mission of “student success” and “equal opportunity”³; and

WHEREAS, while many student-employing establishments have individually recognized and responded to this crisis of ethics and accessibility by paying student employees the local minimum wage, a district-wide standard is necessary to ensure accountability and equity;

therefore, let it be

RESOLVED, the minimum wage for student employees at Foothill College and De Anza College shall be held to the highest applicable minimum wage, be it local, state, or federal, and shall undergo annual cost of living adjustment based on local cost-of-living index; and

RESOLVED, the implementation of a living wage shall not be punitive towards current student employees; business models and distribution of labor for on-campus establishments should not depend on the unfair compensation of student employees.

¹ “The median rent (in California) is nearly \$3,000. That’s about twice the national average of \$1,695” and “the average rent for an apartment in Cupertino is \$3,524” <https://californiapayroll.com/minimum-wage-changes-effective-july-1-2016/>
<https://www.rentcafe.com/average-rent-market-trends/us/ca/santa-clara-county/cupertino/>
<https://www.employmentlawhandbook.com/wage-and-hour-laws/state-wage-and-hour-laws/california/exemptions/>
http://deanza.edu/ir/deanza-research-projects/enrollment/Census_Enrollment_Comparison_Report_Fall2019.pdf
<https://www.uscis.gov/working-united-states/students-and-exchange-visitors/students-and-employment>

² <http://www.hcd.ca.gov/grants-funding/income-limits/state-and-federal-income-limits/docs/Income-Limits-2019.pdf>

³ https://www.fhda.edu/_about-us/