Faculty Petition for a Living Wage for all UVa Employees

We, the undersigned faculty members of the University of Virginia, urge the University, following the example of many peer institutions and the City of Charlottesville, to establish a living wage for all its employees. A “living wage,” currently at least $11.44 an hour plus benefits, is indexed yearly to inflation, and entails wage parity for contract employees.* We believe that all workers in the UVa community are entitled to the fair compensation that a living wage represents.

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*A living wage is calculated to reflect the basic needs of an average family: a family of four with two full-time working adults and two dependent children. Based on the cost of living in Charlottesville, as calculated by the nonpartisan Economic Policy Institute (EPI), the Living Wage Campaign is calling for a base wage of at least $11.44—the wage that the City of Charlottesville currently requires all contractors to pay. At this rate, a UVa employee who works 40 hours a week, all year round (52 weeks), would earn $23,795.20. A living wage must be indexed to yearly inflation, assume basic employee benefits (including health insurance), and reflect cost of living increases. The current figure may be revised slightly upward this spring, depending on city actions, as well as the EPI’s release of revised numbers from 2011. See www.epi.org/resources/budget/

For more information on efforts to establish a fair wage policy at the university, go to http://livingwage.wordpress.com/ An electronic version of this petition is posted there.
Faculty Signatures

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University of Virginia Living Wage Campaign Demands a Living Wage in 2012

Since March 2011, the Living Wage Campaign at the University of Virginia has repeatedly provided detailed documentation to University administrators highlighting the dire need for a living wage for all University employees. As of today, these demands have not been met. Therefore, we re-release our core demands, with the requirement that the University take immediate steps to rectify the unjust and dishonorable treatment of many University employees. If the University fails to explicitly address these concerns by Friday, February 17, 2012, the campaign will take action to publicize the unjust wages and employment practices currently in place at our University.

Current Demands:

1. Every UVA employee must be guaranteed a LIVING WAGE under university policy.
   This wage can be no less than $13.00 and must be adjusted on an annual basis to comply with the Economic Policy Institute’s regionally-sourced cost-of-living and inflation calculations. The implementation of a living wage must not come at the reduction of any other benefits, including health care. This base wage must be extended not only to direct university employees but also to contract and subcontract employees; the campaign holds that outsourcing core functions does not relieve the University of its obligation to treat employees fairly. UVA must therefore consolidate and make publicly available all data from contractors regarding labor conditions, a right it already reserves in a number of contracts. Contractors who do not meet these requirements will not be eligible.

2. All working members of the UVA community have the right to job security.
   In implementing the living wage policy, no jobs or wages will be eliminated or diminished. The University must commit to providing full-time jobs when possible, and part-time or temporary work only when necessary. What the University calls an entry-level wage should be just that: a wage for entry-level employees only. Entry-level wages must not be permanent wages and there must be clear and feasible channels for advancement. A strong community is built by those who share sustained personal investment in it, a goal which can only be achieved by ensuring workers have access to full time and appropriately compensated employment.

3. All UVA workers must be guaranteed safe, just, and humane working conditions.
   This includes clearly publicized avenues for reporting wage violations and/or unsafe working conditions. UVA must protect workers’ rights to organize, to speak out about poor working conditions or low wages, and to file grievances without fear of retaliation. The University must also acknowledge the disproportionate number of women and people of color at the bottom of the wage scale. UVA must take concrete steps to address these disparities through the equitable promotion of people of color and women.

4. The University must allow and facilitate the creation of a Living Wage Oversight Board, an employee organization with oversight responsibilities for ensuring the University’s ongoing commitment to providing a living wage for all employees. This task force will also serve as a resource for workers to report grievances and labor violations without fear of reprisal or retaliation.

LIVINGWAGEATUVA.ORG
La Campaña Por un Salario Justo Demanda un Sueldo Justo en 2012

Desde marzo de 2011, la Campaña Por un Salario Mínimo Vital (Living Wage Campaign) de la Universidad de Virginia (UVA) ha presentado en varias ocasiones documentación detallada que explica la grave necesidad de asegurar un salario mínimo vital para todos los empleados de la Universidad. Desde luego, nuestras reivindicaciones obreras no han sido lejanas, y por tanto estamos publicando nuestras demandas de nuevo con el propósito de que la Universidad tome pasos inmediatos para rectificar el trato injusto y deshonorable de sus empleados. Si la Universidad no actúa en reclamaciones con cambios de políticas específicas a nuestras demandas antes de viernes 17 de febrero de 2012, la Campaña llevará a cabo acciones con fin de hacer público las injusticias en salarios y políticas de empleo que existen en nuestra Universidad hoy en día.

Reivindicaciones Obreras:

1. Cada empleado de UVA debe tener un salario mínimo vital garantizado por las políticas de empleo de la Universidad. Este salario no debe ser menos de $$$ y debe ser ajustado cada año según el índice del costo de vida regional y la inflación, ambos datos reportados por el Economic Policy Institute. La implementación de las nuevas políticas acerca del salario mínimo vital no debe resultar en ninguna reducción en beneficios, incluso beneficios para la salud. Esta paga base debe ser aplicada no solo para los individuos empleados directamente por la Universidad, pero también a trabajadores independientes e individuos contratados por asesores externos. La Campaña mantiene que la práctica de externalizar la fuente de trabajo no exime a la Universidad de su obligación al tratamiento justo de todos sus empleados. UVA debe reunir y hacer público toda la información proveniente de trabajadores independientes y asesores externos acerca de condiciones laborales - por tanto, el derecho de distribuir estos datos es uno que ya tiene reservado la Universidad en muchos de sus contratos. Trabajadores independientes y asesores externos que no cumplan con estos requisitos no serán elegibles.

2. Todos los trabajadores de la comunidad de UVA tienen derecho a estabilidad laboral. La implementación de las nuevas políticas acerca del salario mínimo vital no resultará en puestos eliminados ni en salarios reducidos. La Universidad debe comprometerse a ofrecer trabajo a jornada completa cuando sea posible. Deben ofrecer contratos de trabajo de medio tiempo y trabajo temporal si es necesario. A lo que la Universidad se refiere a un “entry-level wage” lo debe ser: un salario solo pertinente a trabajadores de nivel principiante. Salarios de nivel principiante no pueden ser aplicados permanentemente y se necesita vías oficiales que son evidente y viable para el fomento profesional. Solo se alcanza una comunidad unida a través de acción cooperativa prolongada, y tal esfuerzo sostenido solo viene cuando empleados tienen acceso a trabajo a jornada completa y un salario mínimo vital.

3. Todos los trabajadores de UVA tienen que tener garantizada seguridad y salud en el trabajo, con condiciones laborales justos y humanitarios. Incluso se necesita vías oficiales (a que se les dan mucha publicidad) para dar parte de violaciones del acuerdo sobre el salario mínimo vital y/o de condiciones laborales no seguras a las autoridades de la Universidad. UVA tiene que defender la libertad sindical y el derecho a la negociación colectiva, el derecho de hablar en contra de condiciones laborales inadecuadas y salarios deficientes, y el derecho de presentar quejas sin estar en peligro de represalias. La Universidad tiene que reconocer el número desproporcionado de mujeres y minorías en la parte más baja de la escala salarial. UVA tiene que tomar pasos para mejorar estas disparidades a través del ascenso equitativo de minorías y mujeres.

4. La Universidad tiene que permitir y facilitar en la creación de una Junta de Supervisión del Salario Mínimo Vital, una organización de empleados con responsabilidades de supervisión que se encarga de asegurar que la Universidad mantiene esfuerzos continuos en apoyo de un salario mínimo vital para todos los empleados. Este cuerpo especial también servirá como una fuente de recursos para trabajadores que desean presentar quejas sin estar en peligro de represalias.

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