



***AN OFFICIAL RESOLUTION BY DARTMOUTH STUDENT GOVERNMENT ON
STUDENT DINING WORKER PAY***

The undersigned, being the members of Dartmouth Student Government, do hereby sign and endorse the following resolution:

Resolved that:

On February 5th, 2023, the Dartmouth Student Government Senate voted unanimously to endorse the call for a \$21 hourly wage for student dining workers.

As the official elected representative body for all undergraduate students, we unapologetically stand united behind student workers.

In order for working students to be full valued members of the campus community, we believe they should have adequate funds to support themselves and their families, especially when many are required to contribute to their financial aid package through Federal Work Study (FWS).

Context:

- Last Spring, student workers employed by Dartmouth Dining voted to officially unionize to fight for better working conditions.
- The Student Worker Collective at Dartmouth (SWCD) is an official union recognized by the National Labor Relation Board that represents Dartmouth Dining student workers.
- Part of the unionizing process is negotiating a new contract, in which the union can fight for better conditions. This bargaining process has been taking place since the recognition.
- On Tuesday, the SWCD and Campus Services will have entered a critical stage of negotiations, which will determine whether dining workers win a \$21 dollar wage. The College has offered a \$18.50 wage, which has been seen as insufficient by workers to satisfy demonstrated need. As Dartmouth Student Government, we agree with this assessment.

Why \$21 and not \$18.50?

- There are several reasons why we as Dartmouth Student Government support a \$21 hourly wage for student workers in dining.
 - **Federal Work Study (FWS) Contribution:** For U.S. students on financial aid, their award typically includes federally subsidized employment eligibility

called 'Work-Study', in which earnings from campus jobs, commonly dining employment, is used to pay out-of-pocket expenses not covered by financial aid, such as travel, books, hygiene, personal care, etc. An increase in hourly pay from \$18.50 to \$21 can mean hours back for working students to study or participate in campus extracurriculars.

- **It is important to note that the \$21 hourly rate is BEFORE taxes and work study contribution, meaning that for most workers the real hourly rate being asked is around \$17-18.**
- **International Student Workers:** International students in particular are required to work on-campus to account for their student contribution, meaning that there is no option to pay for these expenses other than campus employment.
- **Family Support/Financial Independence:** Many low-income students are also using campus employment to support their families back home, or they are financially separated and independent from their family. We believe that the college should adequately support these students.
- **Respect and Equity:** A wage increase gives these workers, often first generation or lower income peers, the respect as students and workers that they are due as valued members of the campus community. We believe that all student workers should be supported fully, and that this action is a first step towards greater equity.
- **Ability of Dartmouth to Pay:** Finally, per SWCD research, Dartmouth has an ability to pay, given that raising hourly wages from the proposed \$18.50 to \$21 accounts for \$89,500 annually, only .02% of their current total annual wages (\$417,800,000). Additionally, Dartmouth raised hourly pay to \$22.50 in the pandemic with no issues. While the cost is relatively small for the college, the difference can have a massive effect on a student supporting their family or simply buying supplies. Peer institutions like Northeastern have reached wage contracts with their student workers for a \$30 wage by 2025, and Columbia successfully negotiated a \$21.50 wage for non-PhD students. Dartmouth agreeing to this wage would not be unprecedented.

For the reasons demonstrated above, we unequivocally support the call for increased hourly wages to \$21 for our peers currently working for Dartmouth Dining. We believe that Dartmouth should be a place where all students are valued and supported during their time on campus. This includes all student workers.

We have submitted this statement to relevant stakeholders involved in negotiations, including Josh Keniston, VP of Campus Services and Institutional Projects, David Newlove, Associate Vice President of Business & Hospitality, and Jon Plodzick, Director of Dartmouth Dining. We hope this statement will help resolve the situation amicably, with better conditions for student workers, more availability for hours at dining locations, and a strengthened campus relationship.

Resolved,
Dartmouth Student Government

Signatories:

David Millman '23, Student Body President

Jess Chiriboga '24, Student Body Vice President

Kiara Ortiz '24, Senator, Chief of Staff

Alex Lawson '23, Senator, Deputy Chief of Staff

Matthew Kim '25, Senator, Communications Co-Director

Chukwuka V. Odigbo '25, Senator, Communications Co-Director

Alejandra Carrasco '25, Senator, Deputy Director of Communications

Anthony Fosu '24, Senator, Project Director

JJ Dega '26, Senator, Deputy Finance Director

Nicolás Macri '24, Liaison to the Town Government of Hanover, NH

Daniel Cai '26, Senator, Deputy Town Liaison

Jon Pazen, '25, Senator, Mental Health Committee Chair

Sebastian Muñoz-McDonald '23, Senator

Elliott Montroll '23, Senator

Sabik Jawad '26, Senator

Favion Harvard '26 Senator

Jack Wisdom '26 Senator