



Policy supporting a Living Wage at KPU

Proposed date of adoption: February 7, 2014

Proposed date of expiration: December 31, 2017

Preamble:

Whereas, everyone who works at KPU should be paid a Living Wage: A Wage to cover their family's basic expenses.

Whereas, low wage workers at KPU face impossible choices — buy food or heat the house, feed the children or pay the rent. The result can be spiraling debt, constant anxiety and long-term health problems. In many cases it means that the adults in the family are working long hours, often at two or three jobs, just to pay for basic necessities. They have little time to spend with their family, much less to help their children with school, work or participate in community activities.

Whereas, One of the solutions to this dilemma is for organizations and institutions like KPU to adopt a Living Wage policy for its workers. A Living Wage is the amount of money two people working full time (35 hours per week) need to earn per hour to support a family of four. For Metro Vancouver, this has been calculated to be [\\$19.62 per hour for 2013¹](#), which just covers bare bones expenses – it does not include things like owning a home, saving for retirement, a savings cushion, the cost of a holiday or the cost of caring for someone who is disabled or severely ill.

Whereas, we support the efforts for KPU to become a Living Wage University in Canada. We think that those who prepare our meals, who clean up after us, who take care of our children, who assist with research at our university shouldn't be living in poverty. They should be paid enough to live on. They should be paid a Living Wage.

Whereas, KPU should be leading by example in providing a solution to this issue. A living wage policy at KPU would demonstrate that the University not only speaks of building an ethical society, but is truly committed to acting on these promise of being an engaged university.

Ultimately we think our University should provide:

- Fair Trade working conditions in our University
- An ethical work environment where quality education and research thrives
- Leadership and community engagement in providing practical solutions to child poverty
- Support to tomorrow's students by ensuring their parents get paid a Living Wage today

¹ http://www.policyalternatives.ca/sites/default/files/uploads/publications/BC%20Office/2013/05/CCPA-BC_Living_Wage_Update_2013.pdf



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Resolution:

THEREFORE, BIRT the Kwantlen Student Association advocate and support KPU to become a Living Wage University in Canada.

BIFRT that the Kwantlen Student Association participate in the creation of a Living Wage Committee comprised of the KSA, the KFA, BCGEU, CUPE, Living Wage for Families, KPIRG, and any other organization with interest in the committee.