



MEMORANDUM

September 14, 2016

TO: Members of the Board of Trustees
FROM: Nancy L. Zimpher, Chancellor
SUBJECT: Alignment of the State University of New York Minimum Wage

Action Requested

The proposed resolution aligns the minimum wage paid to hourly employees and student workers who are not members of collective bargaining units at the 29 State-operated campuses of the State University of New York and System Administration with the minimum wage levels approved as part of the 2016/17 Enacted State Budget in a method that would not require campuses to lower the wage levels currently provided.

Resolution

I recommend that the Board of Trustees adopt the following resolution:

Whereas in November 2015, Governor Cuomo called for a phased-in increase to the statewide, all-industry, minimum wage from its then current rate of \$9.00/hour to \$15.00/hour by December 31, 2018 for New York City employees, and by July 1, 2021 for all other employees; and

Whereas at that time, such phased-in increases already had been adopted by the Fast Food Wage Board and for New York State Executive Branch employees; and

Whereas in recognition of the potential benefit of such an increase to the minimum wage paid to the University's student workers and hourly employees not represented by collective bargaining units (collectively referred to as "eligible employees"), the Board of Trustees approved an official SUNY minimum wage schedule at its January 12, 2016 meeting that was in line with schedule proposed by the Governor; and

Whereas Chapter 54 of the Laws of 2016 provided for an adjustment to the statutorily approved minimum wage schedule that, while keeping with the spirit of the schedule

proposed by the Governor, differed from the schedule approved by the Board of Trustees; now, therefore, be it

Resolved that the minimum wage paid to eligible employees will be maintained at the \$9.75/hour and \$10.50/hour levels for areas outside New York City and within New York City, respectively, through December 31, 2016; and be it further

Resolved that such rates will gradually change in accordance with the schedules provided by Chapter 54 of the Laws of 2016, with the exception that for those institutions located outside of New York City, Nassau, Suffolk, and Westchester counties, the currently approved minimum wage level of \$9.75 an hour will remain in place until December 31, 2017, at which point the wage will increase to \$10.40/hour, or as soon thereafter as is practicable; and be it further

Resolved that the local Boards of Trustees of the 30 community colleges operating under the program of the State University, as well as the Boards of Trustees of the statutory colleges of the State University as defined by Articles 115 and 123 of New York State Education Law, are strongly encouraged to consider making similar adjustments to the hourly rate paid to non-represented hourly employees and student workers as outlined within this resolution; and be it further

Resolved that in order to ensure that the implementation of increases to the minimum wage is executed in an appropriate manner, the Board of Trustees shall be briefed on an annual basis as to the implementation of the wage increases as well as on the impact of such increases on both State University institutions and non-represented hourly employees.

Background

Although the State University is not statutorily required to follow the Minimum Wage Guidelines set forth by New York State Labor Law section 652, it has consistently adopted such guidelines as a floor for payment of its non-represented hourly employees.

The State University remains dedicated to ensuring that its employees and student workers are provided with the greatest opportunity to succeed both professionally and academically, as evidenced by the continual improvements and initiatives supported by the Board of Trustees. The State University recognizes the value of the contributions made by its non-represented employees and students, and makes these adjustments to properly align its

minimum wage levels to ones that can properly be supported by local economies.

Proposed Adjustments to SUNY Minimum Wage Schedule						
	NYC*		Nassau / Suffolk / Westchester		Rest of State	
Effective Date	Current Rate/Hour	Proposed Rate/Hour	Current Rate/Hour	Proposed Rate/Hour	Current Rate/Hour	Proposed Rate/Hour
2/1/2016	\$10.50	\$10.50	\$9.75	\$9.75	\$9.75	\$9.75
12/31/2016	\$12.00	\$11.00	\$10.75	\$10.00	\$10.75	\$9.75
12/31/2017	\$13.50	\$13.00	\$11.75	\$11.00	\$11.75	\$10.40
12/31/2018	\$15.00	\$15.00	\$12.75	\$12.00	\$12.75	\$11.10
12/31/2019**	\$15.00	TBD	\$13.75	\$13.00	\$13.75	\$11.80
12/31/2020**	\$15.00	TBD	\$14.50	\$14.00	\$14.50	\$12.50
12/31/2021**	\$15.00	TBD	\$15.00	\$15.00	\$15.00	TBD
12/31/22+**	\$15.00	TBD	\$15.00	TBD	\$15.00	TBD

* Represents the rate approved for businesses / institutions with more than 11 employees

** As per the Enacted Budget, starting in 2019, all increases to the minimum wage will be dependent upon an analysis of the region to see if increases should continue, and at what rate, as decided upon by the Director of the New York State Budget