



Wayne State University
Student Senate
March 21st, 2024

Resolution 2324-19

SPONSOR(S): **Charlie Rougny** (*Member at Large*)

CO-SPONSOR(S): **Hassan Ezzeddine** (*Member at Large, Vice President*), **Gabe Shamam** (*Member at Large, Director of Public Relations*), **Alexander Gilstorf** (*Member at Large*), **TK Khan** (*School of Law Representative*), **Issa Hosari** (*Member at Large, Director of Community Affairs*), **Hayden Johnson** (*Member at Large, President*), **Veronica Fahmi** (*College of Nursing Representative*), **Ridaa Khan** (*College of Fine, Performing and Communication Arts Representative, Treasurer*)

A resolution to endorse WAU (Wayne Academic Union) members' core concerns as outlined in their 2024 Open Bargaining Letter.

THE WAYNE STATE UNIVERSITY STUDENT SENATE ENACT:

WHEREAS, WAU (AAUP-AFT Local 6075) has not bargained their contract since September of 2021 **AND**,

WHEREAS, WAU members are due for greater compensation and a reformed compensation structure which better reflects the rising cost of living. National inflation from 2021 – 2023 averages at 5.6%, yet WAU members' wages have increased by only 4.25% over the course of three years. During 2021 negotiations, members took less of a wage increase due to Covid-19's economic impact on the university, and thus deserve greater compensation not only for their admirable work, but for their devotedness **AND**,

WHEREAS, WAU members are due for a COLA (Cost of Living Adjustment); regardless of prescribed pay increases, if inflation outpaces members' wages, they experience undue economic hardship. As occurred in recent years, the cost of essentials and utilities increased by 12% and quickly eroded the household budgets of many members. The implementation of a COLA is the only way to protect academic staff at WSU from negative externalities **AND**,

WHEREAS, WAU members are due for a comprehensive and clear flexible work policy, which would not only enhance productivity, but also improve recruiting, retention,

morale, and healthy work-life balances. An updated policy will allow academic employees to fully explore the advantages of remote work **AND**,

WHEREAS, WAU members have selflessly centered an issue of student body safety and wellness by including a proposal for emergency student housing, which bargains for the common good of the entire Wayne State community. The establishment of a long-term housing insecurity taskforce and short-term emergency housing fund would work towards decreasing the population of students struggling to meet their basic needs, including but not limited to their housing. This is particularly important at WSU, because public universities with significant nontraditional student populations are especially susceptible to high rates of student homelessness. **AND**,

RESOLVED, The Wayne State University Student Senate, in solidarity with Wayne Academic Union (AAUP-AFT Local 6075), affirm the main concerns outlined in WAU's March 6, 2024 Open Letter to the Wayne State community and administration **AND**,

RESOLVED, The Wayne State University Student Senate supports WAU's bargaining team in their effort to fulfill the main concerns of WAU Members through collective bargaining which began March 8th, 2024 **AND**,

THEREFORE BE IT RESOLVED, the Wayne State University Student Senate will circulate this final resolution to all relevant outlets, including the University President, Provost & Senior Vice President for Academic Affairs, Board of Governors, the University Leadership Council, and the South End.

MOVED to endorse WAU (Wayne Academic Union) members' core concerns as outlined in their 2024 Open Bargaining Letter by Senator **BHATT** **AND** **SECONDED** by Senator **GILSTORF**.

FINAL ACTION TAKEN [X] 19-0-0 21 MARCH 2024
PASSED FAILED VOTE DATE

VOTE APPROVED BY



PRESIDENT: Hayden Johnson



SECRETARY: Rabika Ali