

Bringing a \$15 Minimum Wage to Trent University

Rachel Flinders GEOG 4030Y 2016-2017

Faculty Supervisor: Heather Nicol | Host Supervisor: Kay Ma, OPIRG Peterborough | TCRC Coordinator: David Tough

Background

Inspired by the four year minimum wage freeze at \$10.25 across Ontario in 2013, the \$15 and Fairness Campaign, a social movement that fights for a \$15 minimum wage for all Ontario employees with no exemptions, was created.

Purpose

To investigate post-secondary campuses and cities that have implemented a \$15 minimum wage, as well as campaigns and concrete strategies for doing so. Guided by this research, propose the best approach to implementing a \$15 minimum wage at Trent and in Peterborough.

Research Questions

- What post-secondary campuses and movements in other cities have implemented a \$15 minimum wage, or have campaigned for/developed a strategy to do so?
- How have these minimum wage campaigns/movements in other cities been successful in obtaining their goals?
- What might be the best practices for Trent University to consider in implementing this \$15 minimum wage?

Methodology

- Comprehensive literature review



Findings

- San Francisco
 - Proposition J and public opinion
 - Notice and payroll records
 - Retaliation, violation and consequences
- New York City/State
 - Proposed wage schedules
 - Increases in different industries
- Alberta
 - Liquor server rate eliminated
 - Basic rules for all employers and employees
- University of Washington
 - Research by University Services and Activities Fee Committee
 - Succeeded in meeting a \$15 min wage on Jan 1, 2017
- University of California
 - Continuous monitoring through audits
 - Responsibility of contractors in business with the institution
- York University
 - Campus outreach
 - Fight for \$15 and Fairness petition
 - Interactive workshops



Recommendations

- Create a public proposition outlining all aspects of a \$15 minimum wage
- Seek opinion of the community
- Circulate and obtain signatures on Fight for \$15 and Fairness petition
- Have members of the public vote for or against a \$15 minimum wage

Implementation

- Recommended 3-5 year duration of increase
- Postings Jan 1st each year of increase

Further Research

- Effects of a \$15 min wage on the Trent and Peterborough economy