

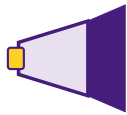
Student Employment Reform Proposals

Recommendations for the Olinde Career Center & Policy Statement 33

OVERVIEW

LSU's student employment policies under Policy Statement 33 have not kept up with peer institutions, or the financial needs of today's students. This document will outline three actionable proposals to improve student worker conditions, in escalating order of impact. These include raising awareness of the recently updated 25-hour weekly limit, increasing that limit to 30 hours, and establishing a minimum student worker wage above the current federal minimum wage of \$7.25.

THREE PROPOSALS



Advertise

Publicize the new 25-hour weekly limit



Increase Hours

Raise PS 33 limit from 25 to 30 hrs/wk



Raise Wage Floor

Set minimum at \$9/hr, up from \$7.25

1. ADVERTISE THE 25-HOUR LIMIT

PS 33 was recently updated to allow student workers up to 25 hours per week during the semester, but in many conversations it has become clear to me that awareness of this change is extremely low among both students and faculty. We recommend the Olinde Career Center and Student Government work together to launch a targeted awareness campaign through social media, campus email channels, and departmental communications to ensure that everybody is kept up-to-date on the current policy.

2. INCREASE THE WEEKLY LIMIT TO 30 HOURS

While the increase to 25 hours was a step forward, capable and ambitious students who rely on campus employment to fund their education remain constrained. A 30-hour limit would better support students who are able to balance a heavy workload with their classes, while preserving the idea that students are students first. PS 33 also already allows 40 hours for student workers during breaks and summer, indicating that LSU recognizes students can handle full time workloads when the schedule permits.

3. ESTABLISH A \$9/HR MINIMUM STUDENT WAGE

The Olinde Career Center currently lists \$7.25 as the minimum student worker wage, which is the same as the federal minimum wage. The average student wage at LSU during Fall 2024 was \$10.74, indicating that many students already get paid well above the minimum. A \$9.00 minimum is a modest, achievable increase that would bring the floor closer to the existing average, allowing LSU to be competitive in student worker wages among peer institutions in states with no minimum wage.

PEER INSTITUTION COMPARISON

Carnegie Mellon Pittsburgh, PA \$10.00	Texas A&M College Station, TX \$8.00	Univ. of Florida Gainesville, FL \$14.00	Univ. of Arizona Tucson, AZ \$15.15
★ STATE MIN: \$7.25	★ STATE MIN: \$7.25	STATE MIN: \$14.00	STATE MIN: \$15.15

★ Carnegie Mellon and Texas A&M are in states that adhere to the federal minimum wage of \$7.25, yet both have **voluntarily** set higher student worker floors. CMU's increase was driven by a student senate whitepaper and university working group. Florida and Arizona's higher rates are state-mandated. LSU's proposed \$9.00 minimum is a modest step that would place us competitively among institutions that have chosen to act without being required to.