

A Living Wage for EAS Casual Student Hires

The purpose of this document is to provide EAS members with guidance on choosing an hourly salary for any undergraduate student Casual hires into NASA positions so that the student has a modest standard of living. The U of A Students' Union provided a [report on student financial situations](#) in 2023 and is working with the U of A to increase the moderate standard of living amount. The Faculty of Graduate & Postdoctoral Studies is looking into mandating increased minimums for GSA appointments and that information is forthcoming.

A Living Wage

A [living wage](#) permits a full-time worker (>30 hours per week) to pay for more than basic living expenses (clothing + food + shelter) after taxes (Fig. 1). Those making a living wage have what is considered a modest standard of living. The amount is calculated to be enough for those who live by themselves, a lone parent with one child, and a two parent family with two children. The amounts are the same for the three household types because the assumptions for each living situation are different. For example, a single person is assumed to live in a one bedroom unit, a lone parent is assumed to live in a two bedroom unit, and a family of four a three bedroom unit with both parents working full-time and receiving a living wage. [Learn more](#) about how the wage is calculated. As of fall 2023, the living wage in [Edmonton is \\$22.25](#).

Fig. 1 What does a living wage pay for after taxes? *Note that tuition is meant to be for continuing education so only 1 course per term for one adult per household

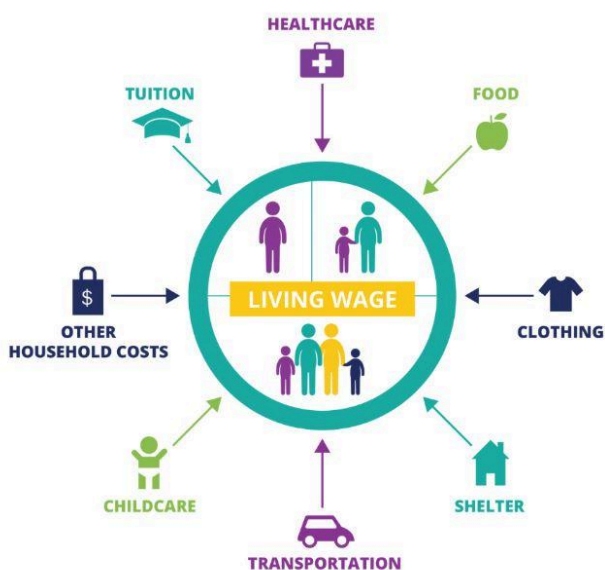


image from [End Poverty Edmonton](#)

Components of Total Compensation for Students in NASA Casual Positions

The living wage does not include benefits such as vacation or holiday pay. NASA Casual staff receive an hourly salary plus 4% vacation pay, 3.46% stat pay, and a 1.5% student premium (if they qualify as a full-time student [defined below.]) Therefore, these amounts must be added on top of a student's living wage salary.

Calculating Total Compensation

To pay a student a living wage, the hourly salary selected from the most current NASA Collective Agreement. [Sept. 2023 NASA Collective Agreement Appendix A Salary Scales](#) should be \$22.25 or higher. Below are the salaries closest to living wage and the calculated total compensation for different NASA Grade and Steps.

Grade	Step	Hourly Salary	Hourly Salary + 4% vacation pay + 3.46% stat pay for NASA *Casual Level 1 positions and *Excluded Student positions	Hourly Salary + 4% vacation pay + 3.46% stat pay + 1.5 % student premium for *NASA Casual Level 1 Full-Time Student positions
2	9	\$22.26	\$23.92	\$24.25
3	6.5	\$22.44	\$21.11	\$24.45
4	4	\$22.45	\$21.12	\$24.26
5	1.5	\$24.18	\$25.98	\$26.35

* Classification of Student Workers

Casual Level 1 – Choose if the worker is not taking a full course load (3 courses in current or following term)

Casual Level 1 Full Time Student- Choose if a student is taking a full course load, or intends to take a full course load in the following term

Excluded Student- e.g, tutors, markers, TA's in their own field of study. [See list of positions included.](#)

[Refer to the key](#) for help in determining the classification of student hire

PAYING STUDENTS A LIVING WAGE CONSIDERING THE COST OF TUITION

The living wage only includes two university courses annually making it insufficient to fund a student's education. Besides inflation, which is about 20% from 2016-2024, Edmonton has seen a disproportionate increase in rental costs. Tuition rates have been rising in greater amounts than in the past. If possible, please consider paying Casual staff at a higher grade and step than those calculated above. [Canada Summer Jobs](#) wage subsidies can help by providing 50% of minimum wage for up to 16 weeks.