

Living Wage Principles

Statement of Purpose: By committing our support to these Living Wage Principles, this congregation is agreeing to do the following:

1. Educate our members about issues of a living wage.
2. Engage in the issues by listening to workers and walking with them towards a living wage future in our communities.
3. Advocate for the creation of living wage opportunities with elected representatives and business leaders.

Vision: We envision a society in which full-time workers receive compensation sufficient to allow them to live with independence and dignity, without charitable assistance.

What is a living wage? A living wage allows a person or family to be financially self-sufficient and to modestly participate in the fullness of life that God envisions for all people. The concept of a living wage is more than a specific dollar amount; it also includes affordable access to basic human necessities that strengthen households and families.

What is the community impact? Access to living wage employment for all workers is fundamental to both the economic and social prosperity of any community. Conversely, the lack of living wages places tremendous stress on both public assistance programs and on charitable efforts, especially those of the religious community. Our communities are struggling to assist people for basic survival. Moreover, individuals and families without a living wage typically face limited opportunities that impede the fulfillment of our God-given responsibility to uphold the social fabric and uplift all people.

As people of faith we build these principles on the foundation provided by our holy texts:

And O my people! Give just measure and weight, nor withhold from the people the things that are their due.
Quran 11:85

Do not take advantage of a hired worker who is poor and needy.
Deuteronomy 24:14a

The laborer deserves his wages.
1 Timothy 18b

We are therefore deeply committed to the following principles:

Specifically, a worker should be able to:

- Wake up in a safe, affordable home
- Cook a healthful meal without worrying about where the next meal is coming from
- Access efficient transit options, including public transit
- Take their children to a quality daycare or school
- Go to a job where they are respected, safe and valued
- Enjoy good working conditions and have a voice on the job, including the right to organize
- Visit the doctor without worrying about how to pay for it
- Have adequate time to spend with family, rest for renewal, and to participate in community life

These principles are the basis for a dynamic, healthy, and prosperous city.