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1 **The Associated Students of The University of Montana**
2 **Resolution Regarding the Kaimin**
3 **January 30, 2013**
4 **SB40-12/13**

5 **Authored by: Micah L. Nielsen, ASUM Business Manager**
6 **Sponsored by: Richard LeCoultre, ASUM Senator; Rebecca Boslough, ASUM**
7 **Senator; Ruth Johnson, Kaimin Office Manager; Zachary Brown, ASUM President**

8
9 Whereas, the current rate of pay for Kaimin student staff make hiring and retaining
10 qualified personnel difficult;

11
12 Whereas, the excellence of The University of Montana’s newspaper is vital for accurate
13 dissemination of cross-campus information;

14
15 Whereas, the Kaimin operates on a self-sufficient model that provides adequate resources
16 for a pay raise;

17
18 Whereas, according to Item 3.0 of The Associated Students of The University of
19 Montana Personnel Policy, the current rate of pay for Kaimin student staff is as follows:

- 20
21 • Kaimin (News)
- 22 ○ Editor: Minimum wage + \$2.00, 90.00 (Base hours)
 - 23 ○ Sports Editors: Minimum Wage + \$.10, 80.00-85.0
 - 24 ○ News Editors: Minimum Wage + \$.10, 80.00
 - 25 ○ Design Editor: Minimum Wage + \$.10, 80.00
 - 26 ○ Photo Editor: Minimum Wage + \$.10, 80.00
 - 27 ○ Web Editor: Minimum Wage + \$.10, 60.00
 - 28 ○ Arts Editor: Minimum Wage + \$.10, 60.00
 - 29 ○ Reporters; Minimum Wage + \$.10, 20.00-40.00
 - 30 ○ Copy Editors: Minimum Wage + \$.10, 20.00-30.00
 - 31 ○ Photographers: Minimum Wage + \$.10, 20.00-30.00
 - 32 ○ Designers: Minimum Wage + \$.10, 20.00-30.00
 - 33 ○ Columnists: Minimum Wage + \$.10, 10.00
- 34 • Kaimin (Business)
- 35 ○ Business Manager: Minimum Wage + \$1.50, 90.00
 - 36 ○ Ad Reps: Minimum Wage + \$.10-\$.35, 40.00-50.00
 - 37 ○ Office Assistants: Minimum Wage + \$.10-\$.35, 40.00-50.00
 - 38 ○ Graphic Designer: Minimum Wage + \$.65, 35.00-45.00

39
40 Therefore, Let It Be Resolved, that Personnel Policy Item 3.0 be changed to reflect the
41 following:

- 42
43 • Kaimin (News)
- 44 ○ Editor: Minimum wage + **\$1.00**, 90.00 (Base hours)
 - 45 ○ Sports Editors: Minimum Wage + **\$1.00**, 80.00-85.0
 - 46 ○ News Editors: Minimum Wage + **\$1.00**, 80.00

- 47 ○ Design Editor: Minimum Wage + **\$1.00**, 80.00
- 48 ○ Photo Editor: Minimum Wage + **\$1.00**, 80.00
- 49 ○ Web Editor: Minimum Wage + **\$1.00**, 60.00
- 50 ○ Arts Editor: Minimum Wage + **\$1.00**, 60.00
- 51 ○ Reporters: Minimum Wage + **\$1.00**, 20.00-40.00
- 52 ○ Copy Editors: Minimum Wage + **\$1.00**, 20.00-30.00
- 53 ○ Photographers: Minimum Wage + **\$1.00**, 20.00-30.00
- 54 ○ Designers: Minimum Wage + **\$1.00**, 20.00-30.00
- 55 ○ Columnists: Minimum Wage + **\$1.00**, 10.00
- 56 ● Kaimin (Business)
- 57 ○ Business Manager: Minimum Wage + **\$1.00**, 90.00
- 58 ○ Ad Reps: Minimum Wage + **\$1.00**, 40.00-50.00
- 59 ○ Office Assistants: Minimum Wage + **\$1.00**, 40.00-50.00
- 60 ○ Graphic Designer: Minimum Wage + **\$1.00**, 35.00-45.00

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64 Passed by Committee: _____, 2013

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67 Passed by ASUM Senate: _____, 2013

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71 _____
72 Damara Simpson,
Relations and Affairs Chair

Bryn Hagfors,
Chair of the Senate