

University of Minnesota Service Worker Survey Results

Recent economic studies conducted by the University of Minnesota's Office of Human Resources and Mana Komai-Molle, Department Chair and Professor of Economics at St. Cloud State University, indicate that UMN service workers are being subjected to financial hardships that are negatively impacting the communities surrounding the UMN campuses. Based on the findings of these studies, Teamsters Local 320 developed an online survey to assess the extent to which current and former members employed at the UMN are being subjected to a variety of unfair working conditions including discriminatory treatment, wage theft, unsafe working conditions, and economic insecurity. In total, 458 current and former UMN service workers represented by Teamsters Local 320 participated in the survey. Please find a description of the key highlights below:

CURRENT UMN SERVICE WORKERS

Gender Discrimination

- 35% of female and other gendered employees "strongly agree" or "agree" that their gender affects the way UMN supervisors treat them. Compare to only 22% of males.
- 49% of female and other gendered employees report that UMN supervisors "always," "often" or "sometimes" discriminate against workers based on their race, nationality, gender, religion, disability or sexual orientation. Compare to 35% of males

Racial Discrimination

- 25% of POC employees "strongly agree" or "agree" that their race, nationality or ethnic group affects the way UMN supervisors treat them. Compare to only 16% of white employees.
- 31% of POC employees report that UMN supervisors "always," "often" or "sometimes" discriminate against workers based on their race, nationality, gender, religion, disability or sexual orientation. Compare to 43% of white employees.

Economic, Housing and Food Instability

- 61% of current employees report, they do not earn enough money at UMN to pay for basic expenses every month.
- 44% report in the last year putting off paying bills to be able to buy groceries.
- 52% report in the last year, putting off doctor visits or buying medicine because of financial concerns.
- Over 8% while working at UMN, report there at least one time when they did not have a place of your own to sleep and had to sleep in the home of a friend or relative, in your vehicle, at a homeless shelter, or in a place that is not meant for people to sleep. 6% declined to answer.
- 43% report in the past 12 months, trouble affording healthy and nutritious meals.
- 22% report in last 12 months, being hungry but not eating because there wasn't enough money for food.

FORMER UMN SERVICE WORKERS

Economic, Housing and Food Instability

- 28% of former employees they didn't earn enough money at UMN to pay for basic expenses every month while working at UMN.
- 55% report often or sometimes putting off paying bills to be able to buy groceries.
- 67% report putting off doctor visits or buying medicine because of financial concerns.
- 13% while working at UMN, report there was a time when they did not have a place of your own to sleep and had to sleep in the home of a friend or relative, in your vehicle, at a homeless shelter, or in a place that is not meant for people to sleep. 7% declined to answer.
- 13% while working at UMN, received food through a Food Stamp Program, SNAP, food banks, or other food donation programs.
- 36% while working at UMN, report trouble affording healthy and nutritious meals.
- 20% report being hungry but not eating because there wasn't enough money for food.