



“We Still Live Paycheck to Paycheck”

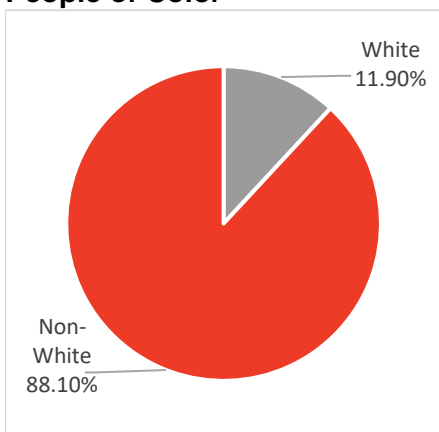
The Story of Compass Workers at
Northwestern University

A report by UNITE HERE Local 1
September 2021



Compass Group Employees at a Glance^v	
Asian	5.2%
Black or African American	33.1%
Hispanic or Latino	48.3%
White	11.9%
Other	1.5%

Most Compass Employees at Northwestern University are People of Color



Northwestern University depends on employees of Compass Group to welcome visitors to campus and keep undergraduates well fed. Compass Group is contracted by the University to provide undergraduate dining in Allison Dining Commons, Sargent Dining Commons, Elder Dining Commons, Foster Walker Plex, Fran's, Harry's, Lisa's and Norris.

The company also provides hospitality, catering and meeting services at Kellogg's Allen Center and Global Hub, concessions at NU sporting events and retail dining at NU's downtown Chicago campus.

Compass Group is a global service company with \$26 billionⁱ in underlying revenue for the year ending Sept. 30, 2020. The 2019 average annual earnings for Compass employees covered by Local 1 contracts at Northwestern University was \$27,843.ⁱⁱ

Compass employee average annual earnings (2019)	\$27,843
Poverty guideline for family of four (2019) ^{vi}	\$25,750
Northwestern University full-time custodial employee (annualized earnings as of Sept. 1, 2021)	\$40,518 - \$51,521
Necessary to support one adult and one child in Chicago MSA (2021)	\$67,080
US. median household income (2021) ^{vii}	\$79,900

According to the MIT Living Wage Calculator, in 2021 a single adult with one child would have to earn \$67,080 per year to support him or herself in the Chicago Metropolitan Statistical Area.ⁱⁱⁱ

Notably, Northwestern University's own employees are paid substantially more than the Compass Group employees who work at Northwestern. Northwestern University's custodial employees who work full time currently earn \$40,518 - \$51,521 per year, based on 2080 hours worked per year. A custodial employee makes \$22.00 per hour after six months of service.^{iv}

UNITE HERE surveyed Compass Group workers covered by UNITE HERE Local 1 contracts at Northwestern University in June, July, and August of 2021.

The 160 respondents reported the following.^{viii}

How do Compass Group workers at Northwestern University survive?

- 58% lack enough money to pay their bills.
- 74% have \$1,000 or less in savings.
- 54% owe over \$1,000, not including a mortgage.
- 29% receive government welfare program benefits.

Compass Group workers at Northwestern University are food insecure

- 53% cannot afford healthy food for their families.
- 18% have household members who have gone hungry this year.
- 43% went to a food pantry this year.



“It is so hard to live on such low pay. Me and my husband have worked at Northwestern for various food service companies for more than nine years. We still live paycheck to paycheck. The beginning of the month is especially hard. After paying our rent, we are never sure if we will have the money to put enough food on the table for our family of four.”

– Marina Rico, Chartwells Grill Cook, Allison Hall

Compass Group workers at Northwestern University are more vulnerable to Covid:^{ix}

- 19% tested positive for COVID-19.
- 31% have household members who tested positive for COVID-19

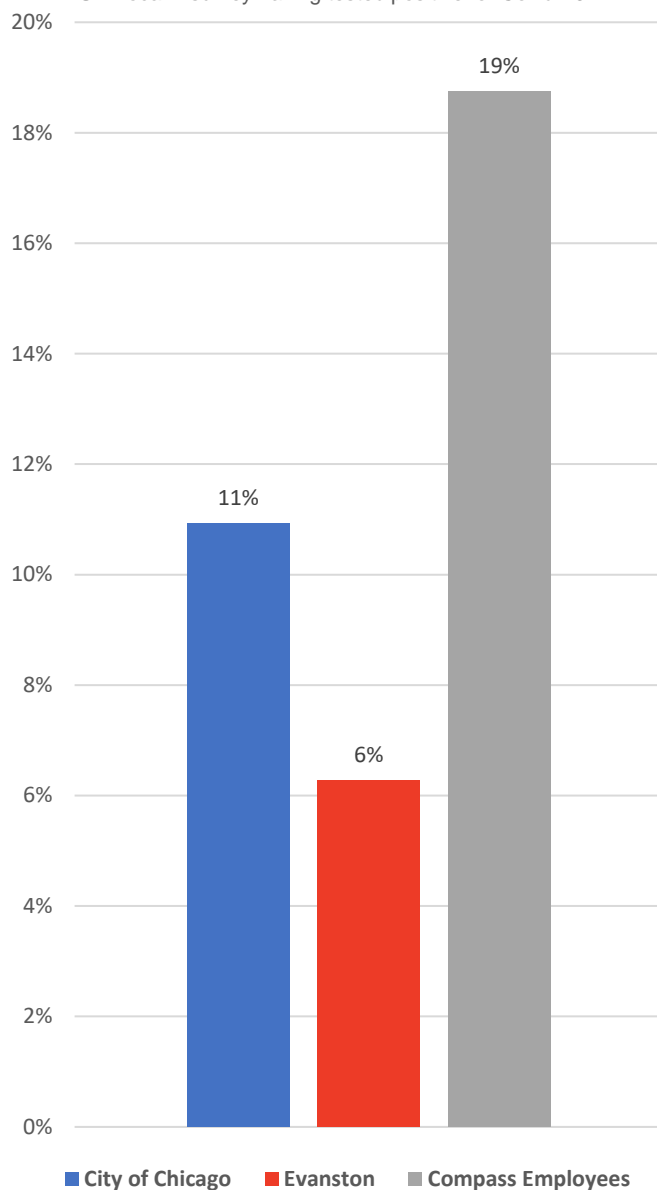
Compass Workers at Northwestern face barriers to healthcare

- During a global pandemic, 18% of respondents, or a member of their household, could not afford to go to the doctor.
- 21% of respondents, or a member of their household, could not afford their medications.

In 2021, Compass changed the method for determining for which employees it would pay for health insurance. In February of 2021, Compass did not pay for health insurance for 74 out of 260 active full-time employees that month.^x

Covid-19 Positive Cases Since March 2020

Chicago and Evanston: total positive tests reported as percentage of population as of 8/26/2021
Compass Employees: Percentage of respondents to the UH Local 1 survey having tested positive for Covid-19



“I was shocked when I found out that Compass was not paying for my healthcare. I was having heart pain, and planned to go to the hospital, but I didn’t go because my health insurance was cut off. Thank God I am ok.”

– Salah Bouacha, Flik Conference Service Attendant, James Allen Center at Kellogg School

Compass' women workers at Northwestern University are impacted the most

In 2019, women working for Compass at Northwestern took home 89% of the annual pay that men received.^{xi}

These women are:^{xii}

- 57% more likely to rely on government programs.
- 20% more likely to have visited a food pantry.
- 60% more likely to have someone in their household who had not visited the doctor.
- 39% more likely to have someone in their household not be able to afford prescriptions.

In 2021, despite averaging more years of service, black women are paid \$14.96 average hourly wages, while men of all races are paid \$16.14 average hourly wages.^{xiii}



“I have been stuck near the bottom of the pay scale for my entire 11 years working for various food service companies at Northwestern University. I have never had the chance to move up and make more money. I am a single mom and it is hard to support my kids.”

– Lanette Smith, Chartwells Cashier/FSW, Norris University Center

A note on sources:

Data about Compass Group employee earnings, demographics, and health insurance contributions were provided to UNITE HERE Local 1 by Compass Group. Other information about Compass group employees are the results of the summer 2021 survey conducted by UNITE HERE Local 1.

- ⁱ Compass Group Annual Report 2020. https://www.compass-group.com/content/dam/compass-group/corporate/Investors/Annual-reports/CompassGroupPLC_AnnualReport2020_FINAL.pdf.downloadasset.pdf
- ⁱⁱ Compass Group data provided to UNITE HERE Local 1
- ⁱⁱⁱ Massachusetts Institute of Technology Living Wage Calculator. <https://livingwage.mit.edu/>
- ^{iv} SEIU Local 73 Collective Bargaining Agreement with Northwestern University. <https://seiu73.org/contracts/>
- ^v Compass Group data provided to UNITE HERE Local 1
- ^{vi} U.S. Department of Health and Human Services, Office of the Assistant Secretary for Planning and Evaluation, 2019 Poverty Guidelines. <https://aspe.hhs.gov/topics/poverty-economic-mobility/poverty-guidelines/prior-hhs-poverty-guidelines-federal-register-references/2019-poverty-guidelines>
- ^{vii} U. S. Department of Housing and Urban Development NOTICE PDR-2021-01. <https://www.huduser.gov/portal/datasets/il/il21/Medians2021.pdf>
- ^{viii} Based on a UNITE HERE Local 1 survey of 160 out of 364 UNITE HERE Local 1 members who work for Compass Group and who are covered by UNITE HERE Local 1 collective bargaining agreements.
- ^{ix} City of Evanston Health and Human Services (8/26/2021) <https://www.cityofevanston.org/government/departments/health-human-services/coronavirus-disease>, City of Chicago COVID Dashboard (8/26/2021), <https://www.chicago.gov/city/en/sites/covid-19/home/covid-dashboard.html>, UNITE HERE Local 1 Summer 2021 Survey
- ^x Compass Group data provided to UNITE HERE Local 1
- ^{xi} Compass Group data provided to UNITE HERE Local 1
- ^{xii} UNITE HERE Local 1 Summer 2021 Survey
- ^{xiii} Compass Group data provided to UNITE HERE Local 1



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