The background features a silhouette of a person wearing a red apron, standing with arms crossed. Behind the person is a dark blue silhouette of a city skyline, including the Statue of Liberty on the left and the Empire State Building on the right. The overall background is a solid blue color.

STRUGGLING TO FEED THEIR OWN FAMILIES

A Survey of CUNY's Food Service Workers

**a report by
the Retail Action Project**

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INTRODUCTION

CUNY serves more than 480,000 students at 24 colleges and institutions in New York City, with over 28,000 instructional staff and 13,500 classified staff.ⁱ CUNY's food service workers, however, are not considered classified staff. This is because although food service workers work at CUNY, they do not work for CUNY. Instead, these workers are employed by food service contractors. This system of contracting and subcontracting has resulted in poor outcomes for the workforce, as documented by a nine-month study of this overworked and overlooked workforce.

The Retail Action Project (RAP), along with CUNY students, focused on approximately 450 CUNY food service workers spread across 14 campuses, serving students in various settings from cafeterias to kiosks.ⁱⁱ We collected 111 surveys across the 14 campuses, representing 25% of the workforce, and ten different food service vendors. The commonalities of the struggles of workers across campuses and vendors demonstrates that the mistreatment of workers is not unique to each vendor, but has its root in CUNY's contracting process, which is serving its workers and students a steady diet

of low wages, few benefits, precarious schedules, and labor violations.

Poor treatment of workers is not the only problem with CUNY's food service. Unhealthy food, and racially disparate rates of food insecurity and obesity are also part of the same inequalities in the food system, and which are reinforced within CUNY's cafeterias.ⁱⁱⁱ The results of the survey shed light on the struggles of CUNY's food service workers, while also highlighting that these problems are not inevitable. Instead, these problems are the result of a food contracting process that almost guarantees worker exploitation. Just as healthy food advocates have concluded that a more just and accountable contracting process would help to achieve better outcomes,^{iv} we too conclude that CUNY contracting reform is a necessary step to clean up this mess.

Through increased transparency and accountability, along with strong job standards, CUNY food service workers can enjoy dignity in the workplace, and be proud of serving healthy and affordable food for one of NYC's most venerable institutions.



SUMMARY OF SURVEY RESULTS

RAP and CUNY students conducted a survey of food service workers across 14 different CUNY campuses, covering ten vendors. We collected 111 surveys, representing approximately 25% of CUNY's food service employees.^v

The survey was conducted to more fully understand the challenges that the CUNY food service workforce faces, and to devise solutions that are responsive to these challenges and that lead to better outcomes for CUNY, its students, and its workers.

Based on these findings, it is clear that CUNY's food service contracting standards are failing to deliver for workers. We believe there are three necessary upgrades that should be made to CUNY's contracting process that will address many of the issues cited in the survey:

- **Transparency:** As is often said, sunlight is the best disinfectant. Terms of contracts with vendors should be easily accessible to the public. Scorecards related to contract compliance should be accessible to the public.
- **Accountability:** Vendors should be accountable to meeting the terms of the contract, yet the survey has shown that there is little accountability when employers violate labor laws, among other breaches in the contract. CUNY should consolidate its contracting process to set high road labor standards and to ensure greater accountability for vendors meeting these standards.
- **Job standards:** Set basic workplace standards that ensure that CUNY workers earn a fair day's pay for a fair day's work. It speaks volumes that half of CUNY food service workers do not earn enough money to provide healthy food to their family.

Given that nearly three out of ten CUNY's food service workers are students or former students, CUNY should feel a sense of urgency to address these issues across its campuses.

The following sections will delve into core areas of concern regarding CUNY contracting, the findings of the food service worker survey, followed by a set of essential, yet practical solutions to this crisis among CUNY food service workers.

(pictured above) Jeanna Lewis and Katie Delvalle
food service workers at Kingsborough Community College

SURVEY FINDINGS

CONCLUSIONS

28% of the workers who responded are current or former CUNY students.

96% of respondents identified as a person of color: **34%** identified as Black; **53%** as Latino or Hispanic; and **8%** as South Asian, mixed, or other races.

Over half of the respondents support one or more dependent, and more than a quarter support two or more. Yet nearly **50%** reported an annual household income of **\$30,000** or less.

20% of respondents have more than one job.

An astounding **8 out of 10** respondents disagreed with the statement, "I see this as a permanent job and I hope to make a career here."

Only **seven** workers responded that they have health insurance through their job, while almost half do not receive paid sick days.

Less than **one-third** of respondents said "Yes" to "Have you received a raise at this job other than a minimum wage increase?"

Nearly **two-thirds** of workers who responded reported that someone in their household received SNAP or WIC benefits and nearly 80% reported someone in their household received Medicaid.

More than half of respondents agreed with the statement, "I don't earn enough money at my job to provide my family with healthy food."

Over one-quarter of respondents reported not receiving time and a half for working overtime, and 15% reporting working off the clock for no pay.

19% reported being injured on the job.

The survey findings should compel CUNY to act swiftly in the interest of its students and alumni.

This is a diverse and often disadvantaged workforce that deserves CUNY's full attention.

Nearly **50%** of CUNY's food service workers are living below the federal poverty line of \$30,044 for a 2-person family.^{vi} These food service jobs, in contrast to CUNY's educational opportunities, are a gateway to poverty and insecurity.

CUNY employs a precarious workforce.

Though these food service jobs are central to workers' ability to provide a future for themselves and their families, workers appeared resigned to the idea that these jobs won't provide a better more secure future.

These workers are not receiving appropriate health benefits.

There is a clear lack of job ladder opportunities at CUNY food service establishments.

CUNY's food service vendors are effectively using public tax dollars to subsidize their low wages.

This is a tragic decision that no working person should have to make.

These are violations of the labor law, and a violation of the contract, yet there appears to be no monitoring or enforcement of basic labor standards by CUNY or the campus Auxiliary Services Corporations.

The national average for workplace incidences in this industry is 3%.^{vii} These jobs are dangerous, yet are not compensated as such. Under-reporting of injuries is common among low-wage service workers, often due to fear of retaliation, or simply to accepting workplace injuries as "part of the job".



HOW CONTRACTING WORKS AT CUNY

Contracting at CUNY is decentralized. Rather than a central contracting system, each campus has its own Auxiliary Services Corporation (ASC) that enters into contracts for campus services, including book stores, ATM machines, pouring contracts (drink vendors), and of course, cafeterias.^{viii} ASCs are non-profit organizations, governed by boards of various sizes and combinations of campus leadership, but typically including the college president, college staff, students, and faculty. ASCs provide operational and administrative oversight over revenue-generating entrepreneurial activities, and use the revenue to support campus activities.

As described in the groundbreaking study by the CUNY Urban Food Policy Institute (UFPI), part of the School of Public Health, “What’s for Lunch at CUNY?”

“Each CUNY campus chooses a vendor to operate its cafeterias, kiosks, catering services and vending machines. Generally, a single company is granted exclusive rights to provide these varied services to the entire campus, although several schools have entered into separate agreements for food provision, snack food vending and/or beverage vending. Food services at some campuses such as Medgar Evers College are self-operated by the campus.

“Administrators must also consider the financial viability of bidders, their past success in performing similar services for other institutions and opportunities for student employment by the food service provider. The corporations winning contracts with CUNY campuses get a percentage of the gross sales from retail food sales, vending sales and catering sales, or a guaranteed annual payment, regardless of the amount of sales, whichever is greater. Since these contracts also provide revenues for colleges, administrators consider the expected returns to the college.”^{ix}

This arrangement allows CUNY's food service vendors to avoid city laws that otherwise would apply to city service contractors. Because ASCs are non-profits that are legally separate from CUNY, they are not subject to the NYC Living Wage Law. In fact, workers at LaGuardia Community College who were employed by the food service vendor MBJ, sued MBJ for failure to pay a living wage, and failure to pay time-and-a-half for overtime in excess of 40 hours a week. The living wage claim was dismissed because MBJ's contract was with a non-profit rather than a city agency. Non-profits are specifically exempted from the living wage law.⁸ Accordingly, the ASC structure facilitates evasion of key worker protections under the law.

In addition, consolidating some of the contracting services that are currently decentralized will help to address some of the core areas of concern. Making the selection of food service vendors a CUNY-wide responsibility would increase the University's ability to monitor revenue generation, track labor standards, and ensure healthier and more affordable cafeteria food.

This arrangement allows CUNY's food service vendors to avoid city laws that otherwise would apply to city service contractors.



Brooklyn College students rallying in support of CUNY food service workers.

DATA

A REVIEW OF THE SURVEY FINDINGS

The following section details the findings from the survey, focusing on the following areas:

- **Demographics and Household Information**
- **Job Security and Turnover**
- **Wages and Benefits**
- **Government Benefits**
- **Food Insecurity**
- **Wage Theft**
- **Health and Safety**

DEMOGRAPHICS & HOUSEHOLD INFORMATION OF CUNY FOOD SERVICE WORKERS

The demographics of CUNY's food service workers paint a picture of an adult workforce with families to support, and who are almost entirely non-white, women, and live in low-income households. At the same time, three out of ten workers are current or former CUNY students.

67% are 25 or over.

96% of respondents identified as a person of color: **34%** identified as Black; **53%** as Latino or Hispanic; and **8%** as South Asian, mixed, or other races.

Only **3** workers identified as white.

28% are current or former CUNY students.

Over **50%** of the respondents support one or more dependent, and more than a quarter support two or more. Yet nearly **50%** reported an annual household income of \$30,000 or less.

64% are women.

“I’ve worked at the café at Queens College for 2 years. I graduated from Queens College with a degree in Food Service Management so I expected CUNY to provide good jobs in their cafes and cafeterias. I used to take the health insurance provided by the vendor but with the wages we get, it was just not affordable for me. CUNY should make sure that the vendors that operate on their campuses provide living wages and opportunities for the people who work in them. Coming from a Food Service Management education at the school itself to see that the University doesn’t have great management of their own cafeteria is concerning.”

- Jessica*, Queens College

JOB SECURITY & TURNOVER

As work in the U.S. has become more precarious,^{xi} so too has work at CUNY. Workers have little job security and turnover is high. More than one-fifth of workers have other jobs than their CUNY job. Nearly half have worked less than six months on the job, and over half are actively looking for other work. Eight in ten workers disagreed with the statement, “I see this as a permanent job and I hope to make a career here.”

Surveyed workers have been at CUNY for an average of just **2.5 years**.

Nearly half have worked **6 months** or less.

More than **20%** have other jobs in addition to their CUNY job.

80% of workers disagreed with the statement, “I see this as a permanent job and I hope to make a career here.”

Over **50%** said they were looking for other work.



“Last year I started working for a café at Queens College. After many months of being there and without any input from myself, I was told that I no longer worked for Chartwells and that I would now be working for a smaller company that is subcontracted for them. This kind of insecurity and continual change of who I’m working for is concerning and not something I would expect working at CUNY.”

- Liliana, Queens College

“I have been working in the cafeteria at Kingsborough College for over a year which was filled with uncertainty and insecurity, leaving me wondering how long I am going to have a job. At Kingsborough, they were changing vendors from Panda House to Metropolitan and didn’t let any of us know whether we would keep our jobs or not. My co-workers and I put together a petition asking Metropolitan to retain our jobs. We believe that hearing about the petition put some pressure on them and while some of us were rehired with the new owner, not everyone was. After only one month of being the new owners, Metropolitan Foods was shut down by the NYC Department of Health.^{xii} While the cafeteria was closed, many of us had reduced hours and some were even sent home, unsure of when the cafeteria would re-open. It’s impossible to maintain a life and pay bills in New York City when you don’t know if you’ll be unemployed at any moment. I expected better working for a Community College and am disappointed that the city allows vendors to treat their employees the way my co-workers and I have been treated.”

- Maria, Kingsborough Community College



WAGES & BENEFITS

Worker pay is low, and benefits are scarce for CUNY food service workers. Nearly 70% make minimum wage and the average pay at a food service vendor is \$13.61/hour—which will be less than NYC’s new minimum wage of \$15 at the end of this year. Only seven of the workers surveyed received health insurance through their job, and others cited not making enough hours to qualify, not having benefits offered, or the benefits being too expensive to afford. Nearly half reported not receiving paid sick days—despite the city’s paid sick day law—particularly troubling given that they are working with food served to CUNY students.



“After working here for 4 years I still feel like I’m struggling to provide for my family. I can’t afford to go back to school, even though I work in one. I’ve given 4 years to Metropolitan, I don’t think health insurance and decent wages are too much to ask for.”
- Luz, Hostos Community College

The average worker makes **\$13.61 per hour.**

Nearly **70%** of workers make minimum wage.

Only **7 workers** (6%) reported receiving health insurance through their employer.

Almost **50%** do not receive paid sick days.

Less than **33%** said Yes to the question, “Have you received a raise at this job other than a minimum wage increase?”

“I have been working at the Borough of Manhattan Community College (BMCC) Barclay Street cafe since September, and especially compared to my last job, I feel like the higher up management does not value my work enough. The Barclay Street cafe serves Starbucks products, so my past experience working as a Starbucks barista allowed me to know all the skills of the job before even starting. Despite this prior knowledge, the company pays me four dollars less per hour than Starbucks and does not let me work 40 hours per week or overtime! This is especially hard for me, because I have to support myself and my mom, and the cost of living is super expensive in New York. CUNY needs to make sure that workers are treated with dignity on the job and paid enough to support ourselves and our loved ones.”

- Miguel, Borough of Manhattan Community College (BMCC)

GOVERNMENT BENEFITS

CUNY food service workers do not make enough money to make ends meet. Nearly two thirds reported someone in their household using government food benefits. 80% reported that someone in their household received Medicaid.



"I've been working at the cafeteria at Brooklyn College for over 3 years. The pay is low enough that I can't afford the health insurance that they offer and don't make enough to sustain a living. I am always looking for other work because working for Metropolitan at CUNY is not sustainable while living in NYC."

- Rhonda*, Brooklyn College

62% reported someone in their household received SNAP or WIC benefits and **42%** said they wouldn't be able to feed their family without benefits.

80% reported someone in their household received Medicaid.

12 respondents had no health insurance, **48%** were on Medicaid and other government program, and another **26%** were on a family member's plan. **8%** received medical insurance through the ACA Exchange.

"I've worked at Alladin for the last year. Currently I am not offered the health insurance because I don't get scheduled enough hours to qualify. Our jobs should be more secure than they currently are considering we work at a CUNY school."

- Juanita*, York College

"I recently started working at the café at Kingsborough Community College. They start us at minimum wage and the health benefits are too expensive for us. I believe that the food service jobs at CUNY should provide us with a living wage and affordable benefits. I want this job to be a good opportunity for advancement and think that CUNY can make this a better place to work."

- Mimi, Kingsborough Community College

FOOD INSECURITY

Food insecurity is one of the last things one would expect a food service worker to experience. Yet CUNY's food service workers commonly experience food insecurity. Nearly two-thirds of the surveyed workers reported that someone in their household receives food assistance in the form of SNAP or WIC benefits (food stamps). In addition, more than half reported that they didn't earn enough money at the job to provide their families with healthy food.

"Our hourly wage is not enough to live in New York or support ourselves, and now the vendor is making us use our own wages to pay for most of the cafeteria food! CUNY needs to make sure that its vendors offer living wages, stable employment, and fair treatment for all dining hall workers."

- Vanessa, City College New York (CCNY)

"I work minimal hours just so that I can keep my food stamps. Working at Lehman College for \$12.00 an hour, even if I were scheduled to work 40 hours, I still wouldn't be able to afford food and pay my bills. I am a worker who depends on SNAP due to very low wages."

- Saaid, Lehman College

56% agreed with the statement, "I don't earn enough money at my job to provide my family with healthy food."

67% of workers reported someone in their household received SNAP or WIC benefits and nearly half said they wouldn't be able to feed their family without benefits.

22% agreed with the statement, "I struggle to meet my family's basic food needs."

"At first, I thought taking on this job would provide me with money to help supplement my college costs but the pay isn't enough. It seems like Metropolitan is more concerned with increasing their profits as opposed to helping working students that are trying to pay their bills to afford to go to CUNY."

- Rachell, Brooklyn College

WAGE THEFT

Although wage theft is illegal, and contractually prohibited by CUNY, it still occurs to their food service workers. More than one-quarter of workers reported not receiving additional compensation for overtime, while 15% reported working off the clock for no pay at all.

“En todo este tiempo que he trabajado para la compañía jamás ellos me han pagado las horas extras, después de las 40 horas trabajadas.”

[In all the time that I’ve worked for this company, never have they paid me for overtime after working more than 40 hours]

- Sofía*, City Tech College



28% reported not receiving time and a half for working overtime

15% reported working off the clock

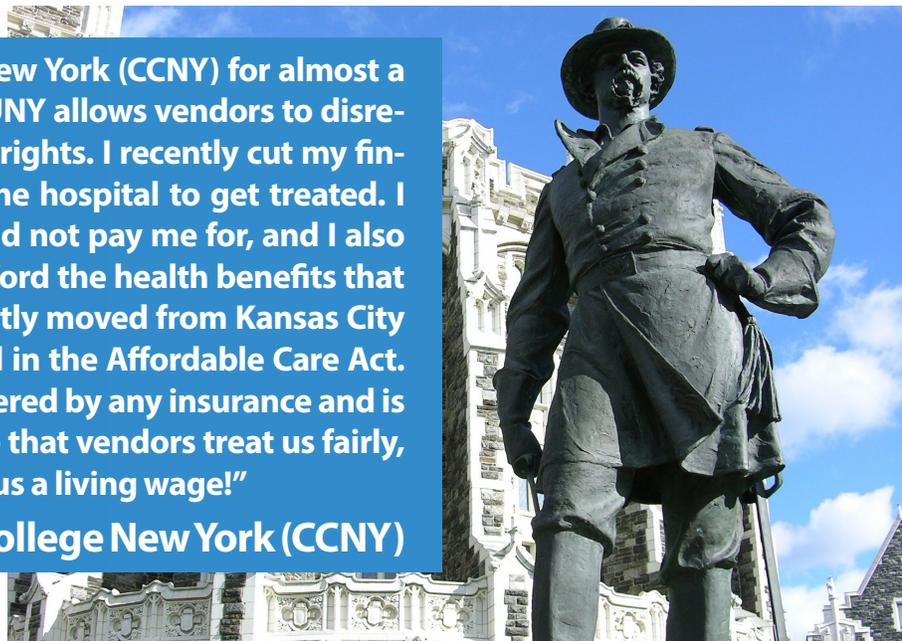
A small number of workers were asked to complete wage theft surveys, similar to those used by regulators to determine the presence and extent of wage theft. In one documented case, a worker was calculated to be owed \$28,000 in back wages. One vendor has already been sued for wage theft in the past, but the case was thrown out on a technicality.^{xiii}

HEALTH & SAFETY

Food service involves many health and safety hazards—sharp knives, burns, and slips and falls. Indeed, two in ten workers reported being injured on the job, including one worker at Kingsborough Community College who has been injured multiple times.

“I have been working at City College of New York (CCNY) for almost a year and a half now and am upset that CUNY allows vendors to disrespect dining hall workers and violate our rights. I recently cut my finger on the job and was forced to go to the hospital to get treated. I missed 2 days of work that Centerplate did not pay me for, and I also have to pay the medical bill. But I can’t afford the health benefits that Centerplate offers us, and because I recently moved from Kansas City to New York, I have not had time to enroll in the Affordable Care Act. So my finger-injury hospital bill is not covered by any insurance and is very expensive. CUNY needs to make sure that vendors treat us fairly, offer affordable health benefits, and give us a living wage!”

- Nora*, City College New York (CCNY)



19% reported being injured on the job.

Nationally, the incidence of injury and illness on the job for food service workers is 3%.^{xiv}

“I’ve worked for Panda House at CUNY campuses for almost 7 years. During the beginning of this semester, the grease contractor failed to secure the grease trap on the kitchen floor and my foot slipped and I severely injured my ankle and I’ve been out on disability since. Many of these issues are preventable and we should have more job security working at a CUNY school.”

- Cairo, Kingsborough Community College

“I have been working at the Borough of Manhattan Community College (BMCC) Barclay Street cafe for the past two months, and I am upset at the way the company schedules my hours. I want to work full time and even do overtime hours, but the company only lets me work between 29 and 34 hours. These hours combined with a low hourly wage make it difficult for me to live in New York City and also help my mom financially. I am also unhappy that the company does not pay us for sick days—at my old workplaces we were paid for the days we called in sick, and I thought that this was required under New York law. CUNY need to make vendors pay its employees fair wages, offer them full time work if they want it, and not penalize employees for sickness or emergency.

- Ivan, Borough of Manhattan Community College (BMCC)



SOLUTIONS

Any process devised to resolve the exploitation of CUNY food service workers should engage food service workers in devising and implementing the solutions. This process should be transparent, and public, and seats should be reserved for those people most impacted by the current system. Space should be created for CUNY food service workers to report the ways in which vendors are falling short of their obligations to their workers, as well as to students and the broader CUNY community. It should be noted that CUNY has boilerplate contract language that it provides to its campuses for their food service contracting. This language is then amended by each campus to suit its individual contracting needs. CUNY should alter this boilerplate to create a new baseline for high road contracting. We suggest that CUNY add the three following components into their boilerplate contract, and require that each campus incorporate into their own contracts:

Transparency: Make public the RFPs used to solicit bids from vendors for food service contracts, and the contracts themselves. This will ensure that all interested parties, whether students or CUNY administrators, can assess whether a food service vendor is living up to the terms of the contract. In addition, CUNY should publicly post annual scorecards of contract compliance that ensures regular assessments of food service vendors.

Accountability: CUNY should create a robust monitoring and enforcement protocol for all food service contracts. This will allow for regular review of contracts by both the campus and the central office. Where contract terms are violated, monetary penalties should be included, with the option to cancel the contract, and the company barred from future CUNY contracting. This process would be facilitated by consolidating the food service contracting process into a central system that would ensure proper standards, monitoring and oversight of the vendors.

Job Standards: All vendors should ensure a livable wage with benefits including affordable and accessible health care, and job security, and vendors should strive to provide full time and regularly scheduled hours. In addition, all vendors should enter into labor peace agreements with bona fide unions as a condition of contracting with CUNY.

These updates to CUNY's contracting will improve the lives of hundreds of food service workers who currently struggle to survive despite working at one of NYC's foremost academic institutions. This is not only a moral issue, but also a responsibility of the University, given that three out of ten of the food service workers surveyed are current or former CUNY students.

CUNY should also strongly consider consolidating its contracting services to create an even more transparent and accountable system. However, the changes we suggest above can occur with or without such consolidation, and we urge the university to move quickly to raise its standards for its food service workers.

It's important to note that approximately half of CUNY students campus-wide live in households with annual incomes of \$40,000 or less. Thus, many students are highly sensitive to increases in food prices.^{xv} This translates into 40% of CUNY students experiencing food insecurity.^{xvi} Improving the working conditions in food service does not mean higher prices for students. Often, improving working conditions improves worker morale, reduces worker turnover, and makes for a better and more efficient workplace. Reduced turnover and a better product reduces employer expenses and increases revenue, which more than offsets any increase in wages and benefits.

If implemented, the changes we recommend can be a win-win for food service workers, students, the CUNY administration, and the food service vendors. CUNY should consider swift action to address this unjust situation.



Students and allies rally in support of CUNY food service workers

ENDNOTES

Names marked by an * have been changed to protect the identity of the respondents.

ⁱ CUNY Office of Institutional Research, Enrollment, at <http://www.cuny.edu/about/administration/offices/ira/ir/data-book/current/enrollment.html>; CUNY Diversity Statistics, at <http://www2.cuny.edu/about/administration/offices/hr/diversity-and-recruitment/diversity-statistics/>; CUNY Workforce Demographics by College, Ethnicity and Gender, Fall 2013, at <http://www2.cuny.edu/wp-content/uploads/sites/4/page-assets/about/administration/offices/hr/diversity-and-recruitment/diversity-statistics/Fall2013CUNYWorkforceDemographicsbyCollegeEthnicityandGender.pdf>

ⁱⁱ CUNY has 24 campuses in total, but for the purposes of this study we focused on those campuses that have a food service workforce (some campuses don't have cafeterias), as well as those campuses that don't already have a unionized food service workforce.

ⁱⁱⁱ The good food jobs nexus: A strategy for promoting health, employment, and economic development. Freudenberg, Silver, Hirsch and Cohen, March 28, 2016, at <https://www.foodsystemsjournal.org/index.php/fsj/article/view-File/461/441>

^{iv} CUNY Urban Food Policy Institute (UFPI), What's for Lunch at CUNY? <https://www.cuny.edu/about/centers-and-institutes/urban-health/campaign-against-diabetes/WhatsForLunchAtCuny.pdf>

^v Total number of CUNY food service workers estimated by RAP, using on-site observations, communications with food service workers, and data obtained through FOIL requests.

^{vi} 2017-2018 Federal Income Guidelines, Effective through June 30, 2018.

NYS Department of Health, at

https://www.health.ny.gov/prevention/nutrition/wic/income_guidelines.htm

^{vii} OSHA, Incidence rates of nonfatal occupational injuries and illnesses by industry and case types, 2015, NAICS Code 722, at <https://www.bls.gov/iif/oshwc/osh/os/ostb4732.pdf>

^{viii} Also known as Auxiliary Enterprise Boards, each campus has a separate website for its Auxiliary Service Corporation. A few examples can be found here: City College, at <https://www.ccnycuny.edu/aec>; College of Staten Island, at <https://www.csi.cuny.edu/campus-life/auxiliary-services>; and John Jay, at <https://www.jjay.cuny.edu/auxiliary-services-corporation>

^{ix} CUNY Urban Food Policy Institute (UFPI), What's for Lunch at CUNY? <https://www.cuny.edu/about/centers-and-institutes/urban-health/campaign-against-diabetes/WhatsForLunchAtCuny.pdf>

^x Urresta et al v. MJB Cafeteria Corp. No. 1:2010cv08277 - Document 37 (S.D.N.Y. 2011), at <https://law.justia.com/cases/federal/district-courts/new-york/nysdce/1:2010cv08277/370612/37/>; The FLSA and state labor law claims regarding overtime pay were dismissed due to the statute of limitations, not due to a finding of fact.

^{xi} The Social Contract in an Era of Precarious Work, Kalleburg, Arne, Pathways, Fall 2012, at https://web.stanford.edu/group/scspi/media/pdf/pathways/fall_2012/Pathways_Fall_2012%20Kalleberg.pdf

^{xii} Kingsborough cafeteria was shut down by order of the Commissioner of Health and Mental Hygiene through the City of New York Department of Health and Mental Hygiene, Division of Environmental Health, 9/26/2017

^{xiii} Urresta et al v. MJB Cafeteria Corp. No. 1:2010cv08277 - Document 37 (S.D.N.Y. 2011), at <https://law.justia.com/cases/federal/district-courts/new-york/nysdce/1:2010cv08277/370612/37/>

^{xiv} OSHA, Incidence rates of nonfatal occupational injuries and illnesses by industry and case types, 2015, NAICS Code 722, at <https://www.bls.gov/iif/oshwc/osh/os/ostb4732.pdf>

^{xv} CUNY Urban Food Policy Institute (UFPI), What's for Lunch at CUNY? <https://www.cuny.edu/about/centers-and-institutes/urban-health/campaign-against-diabetes/WhatsForLunchAtCuny.pdf>

^{xvi} CUNY Urban Food Policy Institute, Hunger at CUNY, at <http://www.cunyurbanfoodpolicy.org/food-at-cuny/>



www.retailactionproject.org