



# WORKPLACE CONCERNS AMONG LATINO VOTERS

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Sylvia Manzano, PhD  
Principal, Latino Decisions

# Methodology

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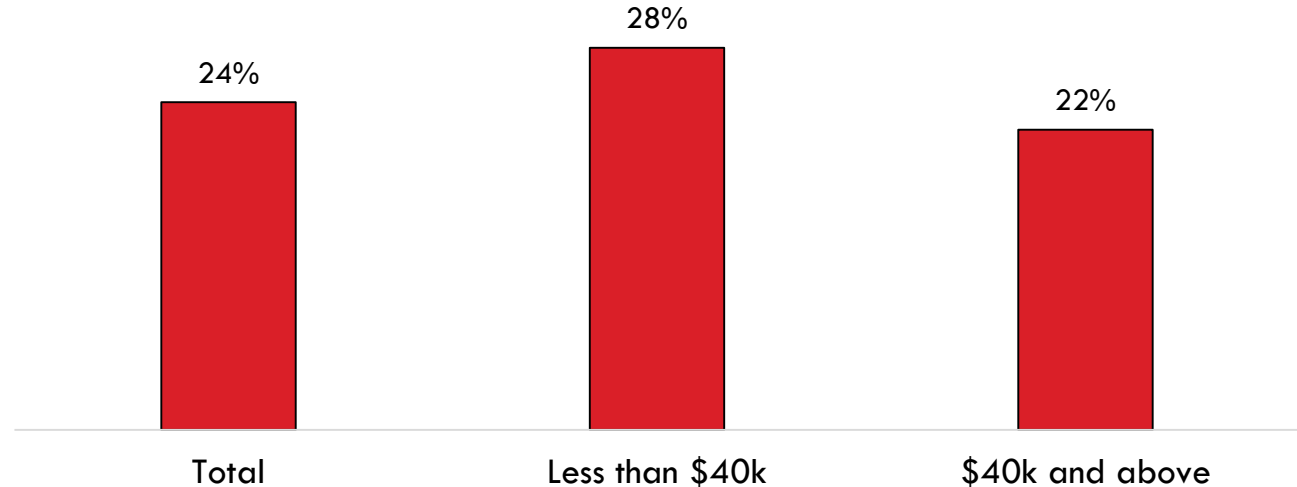
- Sponsored by National Council of La Raza
- National survey of Latino workers, all registered voters
- Field Dates: May 12-25, 2017
- N=700 respondents, +/- 3.7% MoE
- Blended sample: mobile phone, landline, online
- English or Spanish, at discretion of each respondent

# Job Orientation and Training

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Nearly one in four workers received no orientation or training whatsoever; even higher (28%) for low-wage workers.

When you first started your current job, did you receive any kind of job training or new employee orientation? (Percent “no” responses illustrated.)

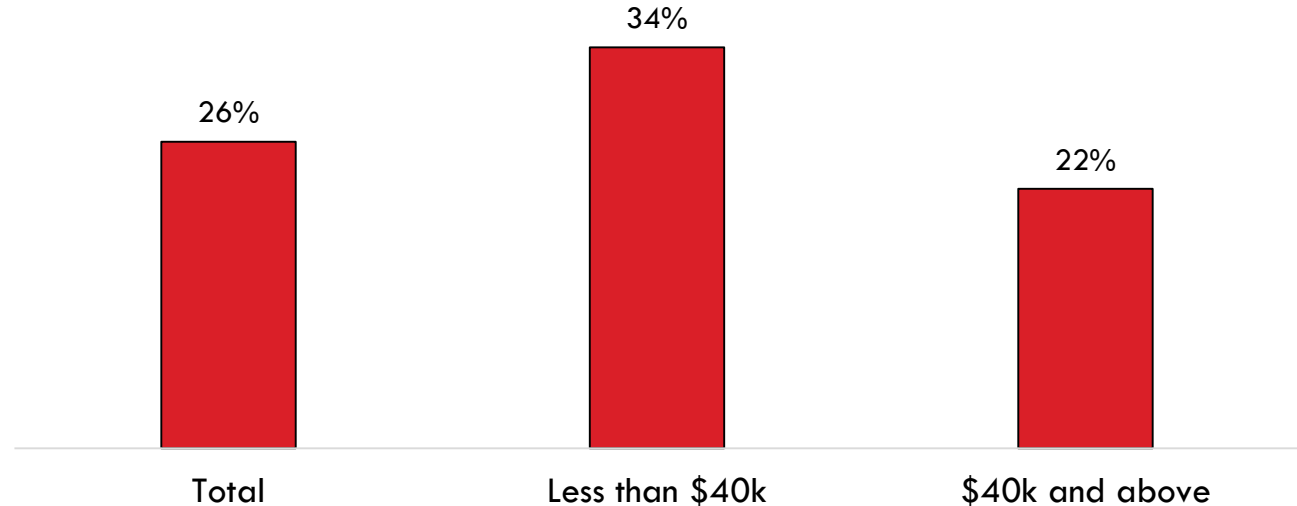


# Workplace Safety/Rights Training

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Slightly more than one in four (26%) workers received no training on workplace rights or safety; lack of training even higher for low-wage workers at 34%.

At your current job, did you receive resources, in-person, or online training to inform you of your workplace rights or job safety? (Percent “no” responses illustrated.)

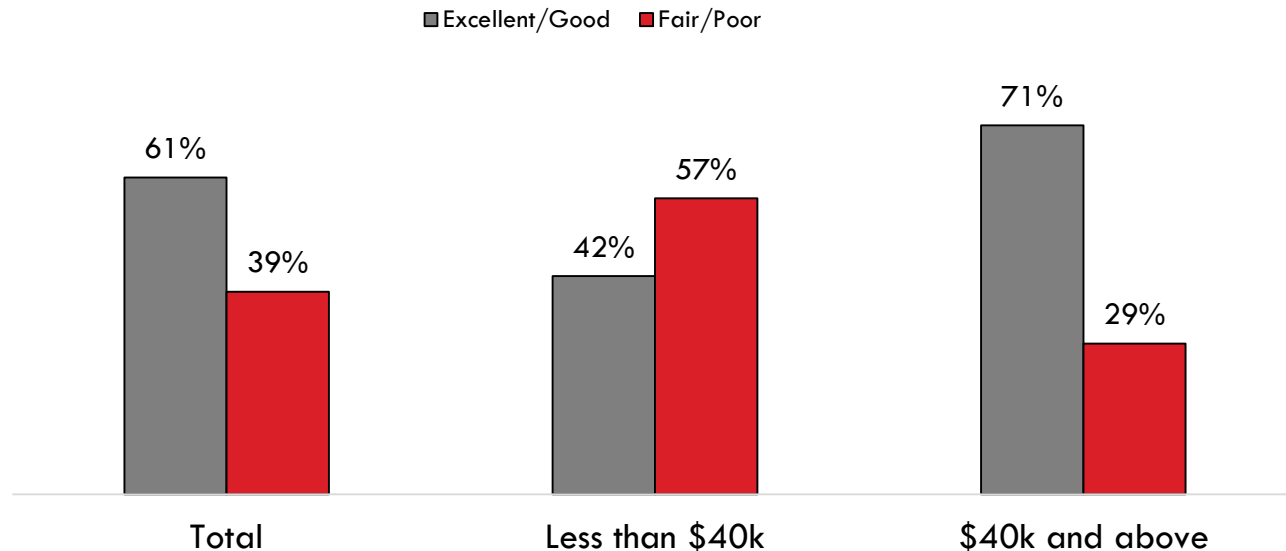


# Pay, Benefits, and Working Conditions

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The majority (57%) of low-income workers describe their pay, benefits and working conditions as fair or poor, compared to 39% among all Latino workers.

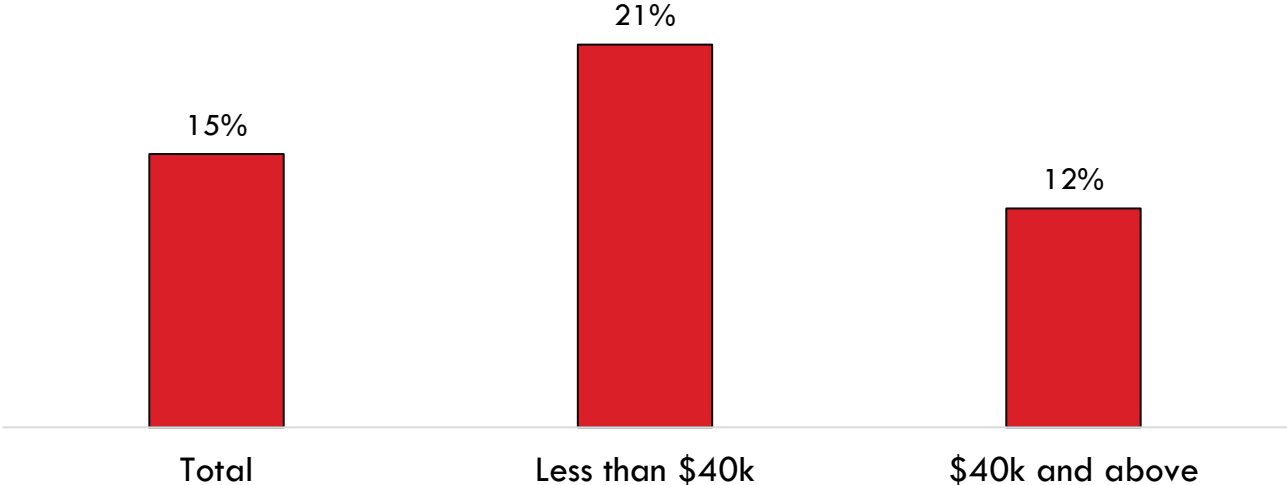
How would you describe your pay, benefits, and working conditions in your current job?



# Retribution in the Workplace

Overall 15% have been treated differently, and 1 in 5 (21%) of low-wage workers report being treated differently.

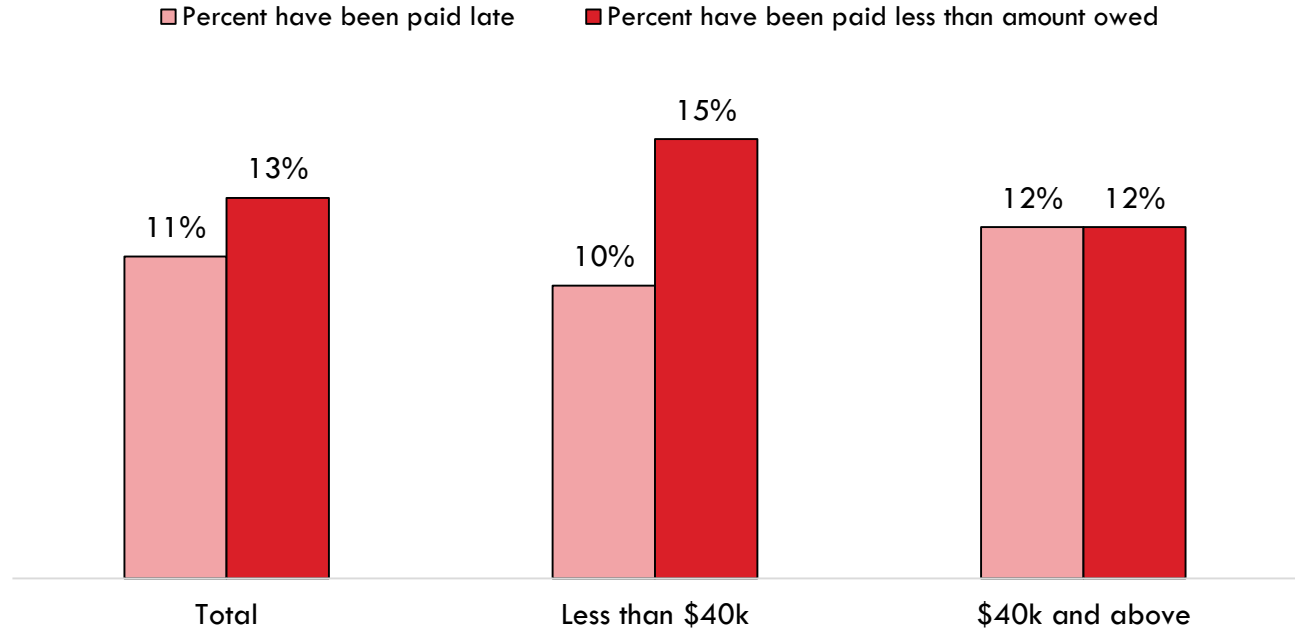
Have you, or someone you personally know, ever been treated differently, punished, or fired for raising concerns about pay, health, or safety? (Percent “yes” responses illustrated.)



# Late and Unfair Payment

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One in 10 Latinos have been paid late, and a slightly higher share have been paid less than the amount owed to them.

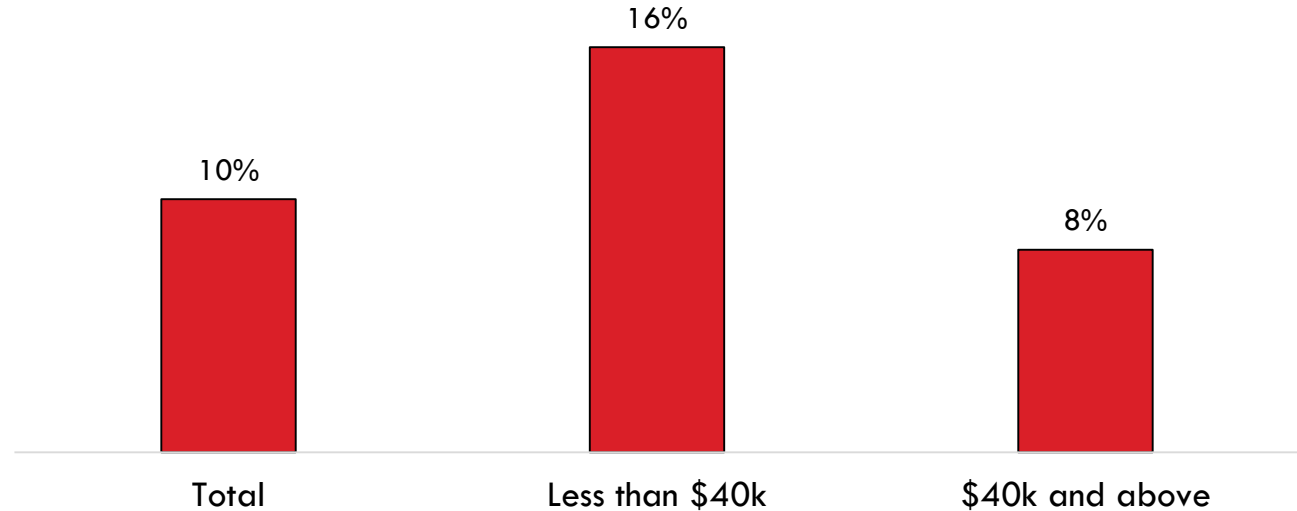


# Breaks and Pay

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One in 10 workers are paid less if they take time for breaks; this is nearly 2 in 10 for low-wage workers (16%).

Are you paid less if you take time for breaks? (Percent “yes, paid less” responses illustrated.)



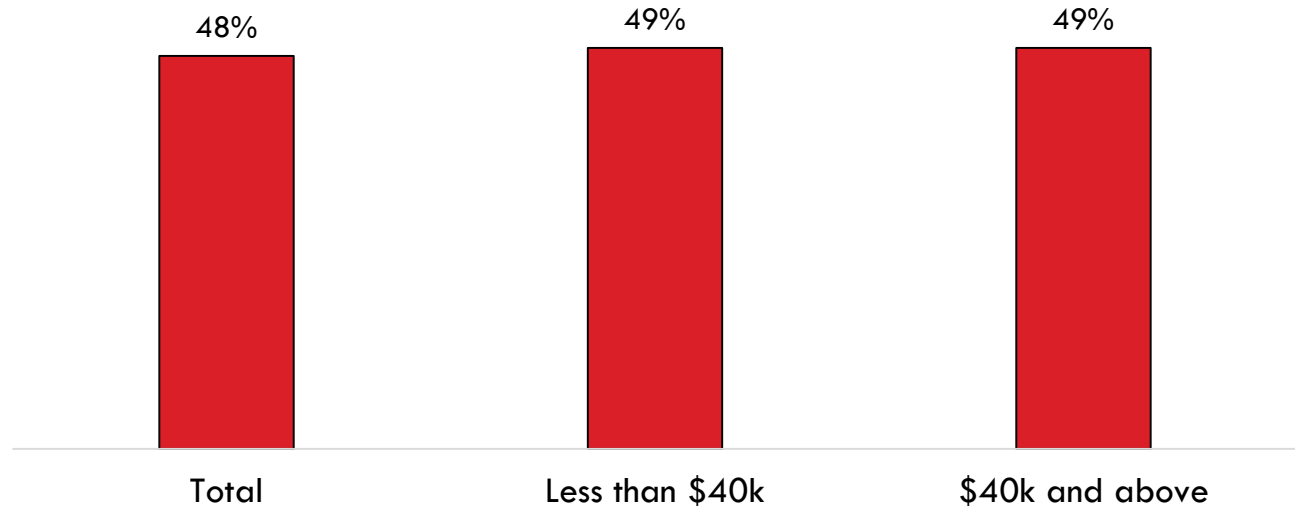


# Translation Without Compensation

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Latino workers are routinely asked to translate on the job, even when it is not part of their official job duties, and they are not paid to do so.

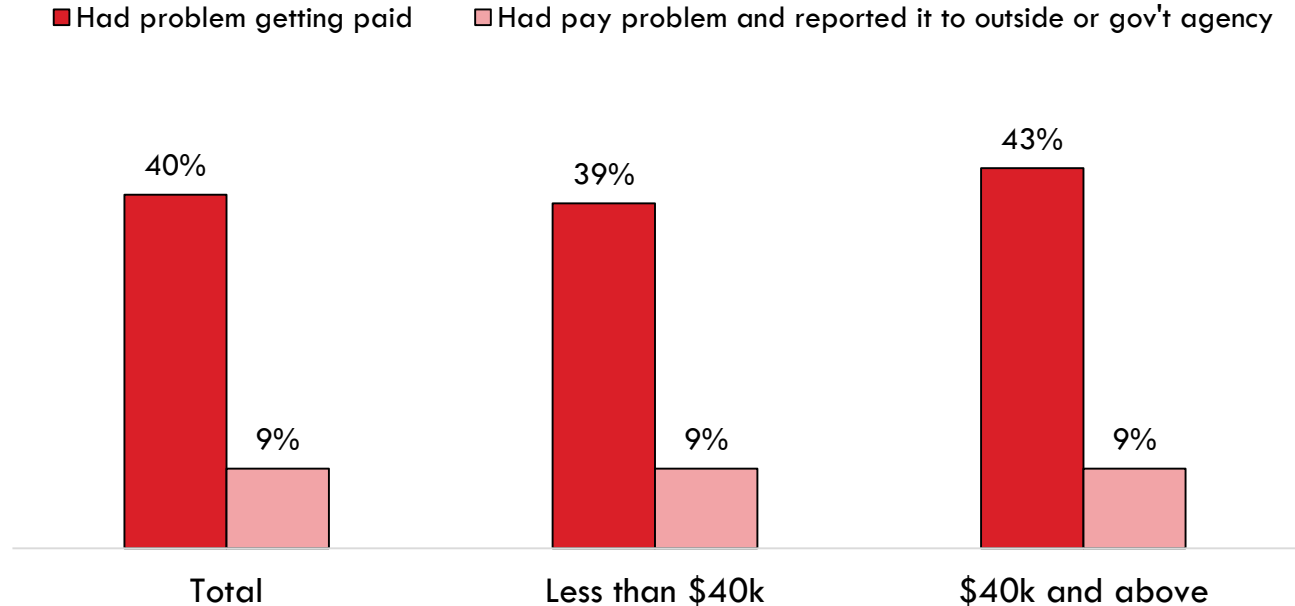
At work, are you ever asked to translate Spanish or English in any situation, even though it is not part of your job? (Percent “yes” responses illustrated.)



# Addressing Pay Issues Externally

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Despite the fact that 40% of Latino workers experienced problems with their pay, very few pursued official recourse or resolutions.

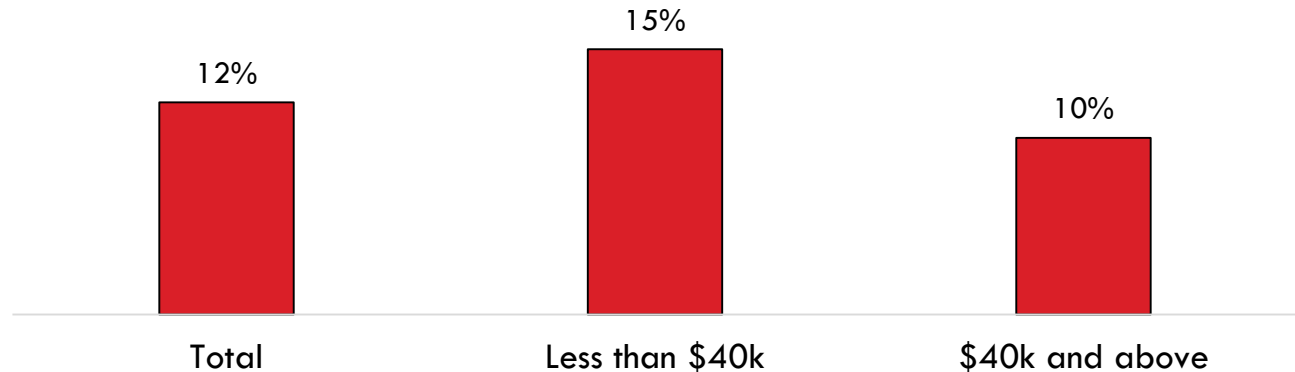


# Addressing Unfair Payment Issues

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Among those who had problems with their pay, 12% were never paid what they were owed.

(Among those citing any problems with pay.) Thinking about times when there were problems with your pay, did you ever receive the money you were owed? (Percent “no” responses illustrated)

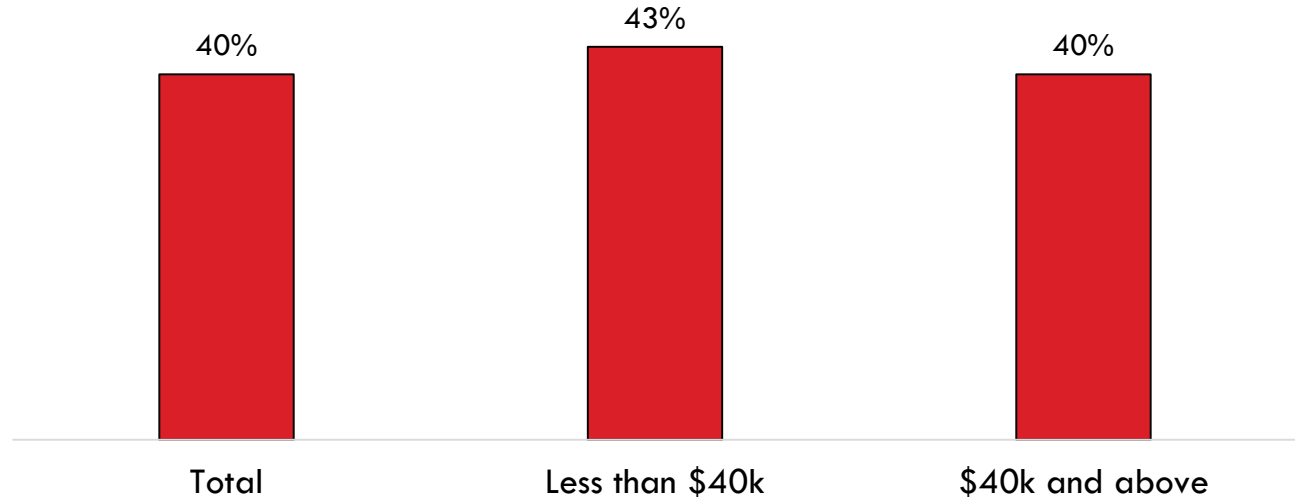


# Advancement Problems

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A significant share of Latino workers (40%) say their job does not offer enough opportunity for raises, bonuses, or promotion.

How much would you say that not enough opportunity for raises, bonuses, or promotion has been a problem for you at work? (Percent “big problem” and “somewhat of a problem” responses illustrated.)

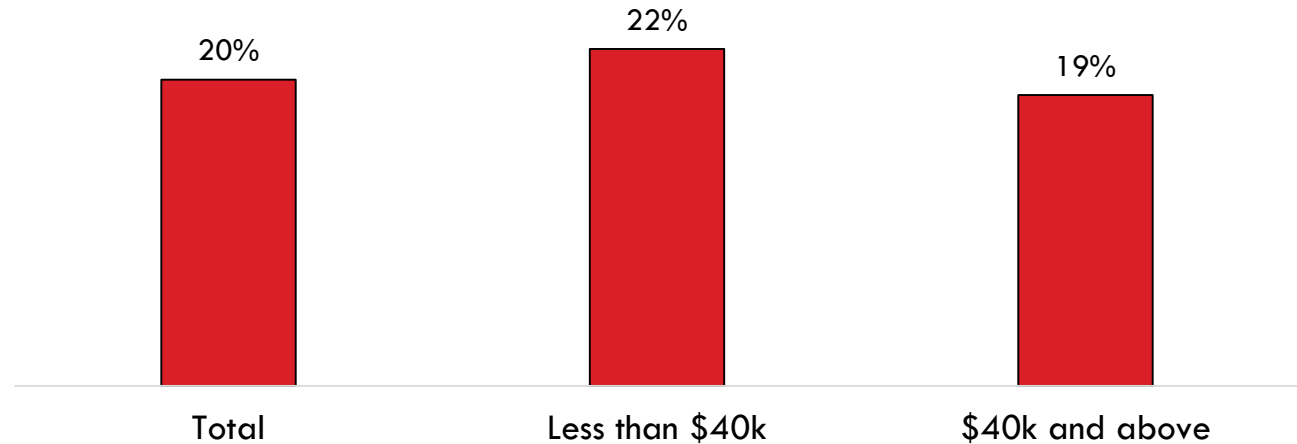


# Sick Leave Problems

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One in five Latino workers say having to go to work when sick for fear of losing their job or pay is a problem for them.

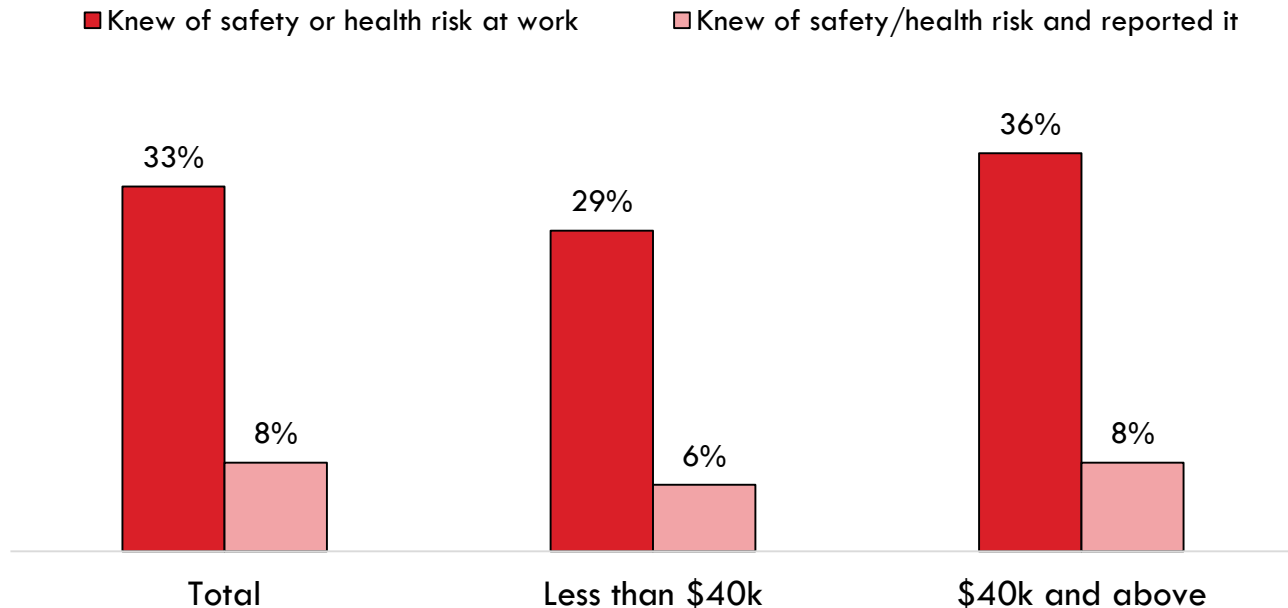
How much has having to go to work when sick, or delaying medical appointments because you would not get paid, or would lose your job if you missed work, been a problem for you at work? (Percent “big problem” and “somewhat of a problem” responses illustrated.)



# Knowledge and Reporting Workplace Safety Problems

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Despite the fact that more than 1 in three workers knew about health and safety risks, few reported the issues they observed.

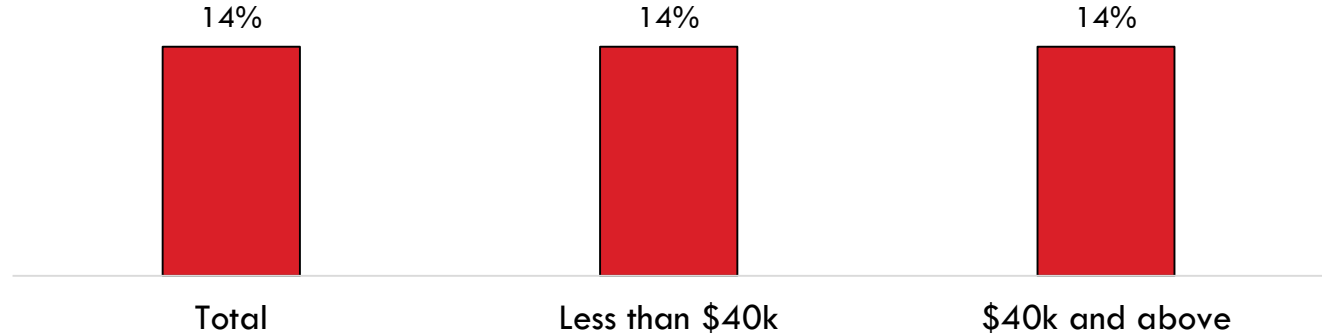


# Workplace Injury and Health Problems

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Slightly more than one in 10 Latino workers have sustained injuries, illness, or other health problems due to their workplace conditions.

In the last few years, have you ever had a workplace injury, or an illness, or health problem due to workplace conditions? (Percent “yes” responses illustrated.)

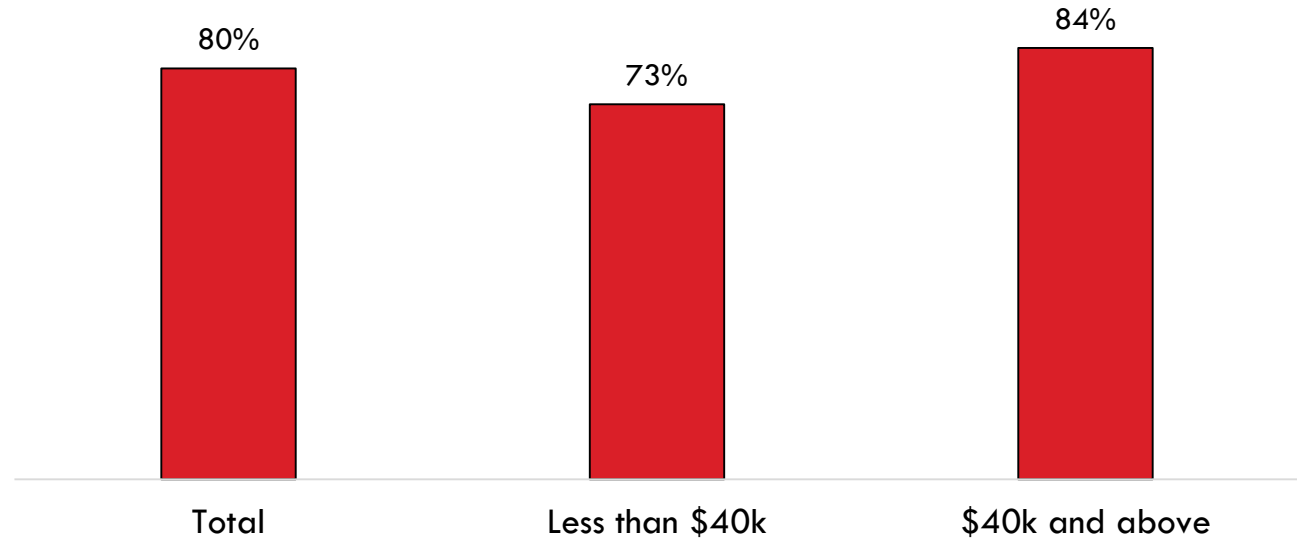


# Cost of Workplace Injuries and Health Problems

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Among those who had health problems due to workplace circumstances, the vast majority required medical treatment costs.

(If injury = yes) Did your injury, illness, or health problem require medical treatment or costs? (Percent “yes” responses illustrated.)



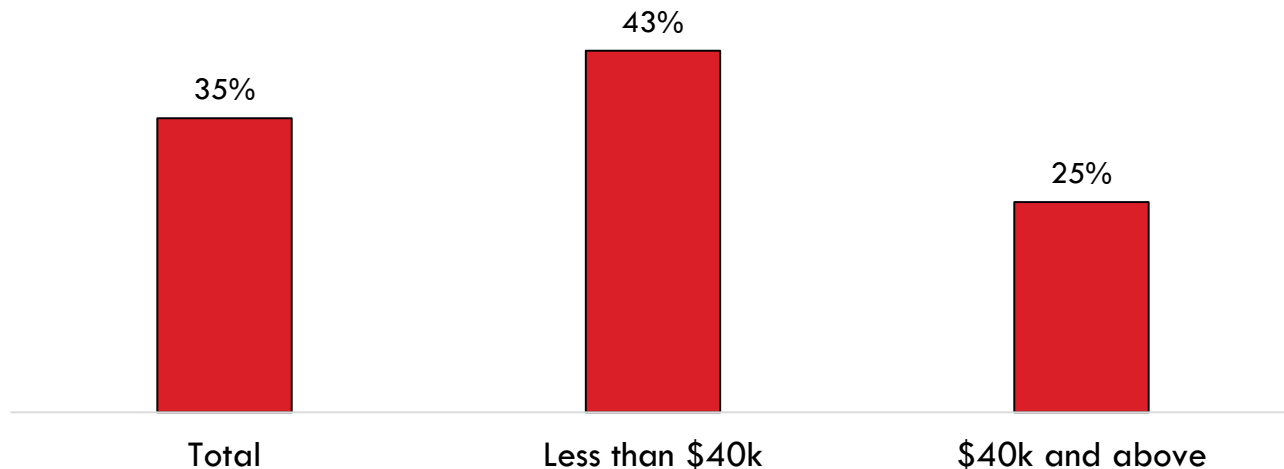


# Cost of Workplace Injuries and Health Problems

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A significant share of Latino workers (35% overall) who were injured on the job absorbed medical treatment costs. The share was much higher (43%) among low-wage earners.

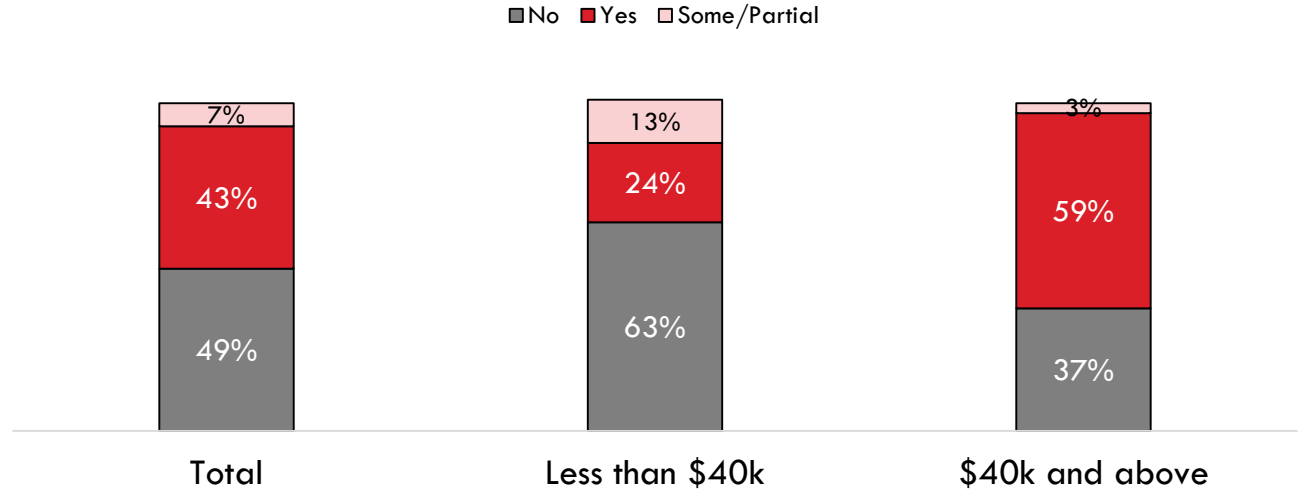
(If injury = yes) Did your employer or a third-party insurance company pay for the medical costs that were a result of the workplace illness or injury? (Percent “no” responses illustrated.)



# Lost Wages and Workplace Injury/Illness

The vast majority of low-income Latino workers who sustained on the job injuries were not compensated for lost wages. Among all Latinos, nearly half (49%) had the same experience.

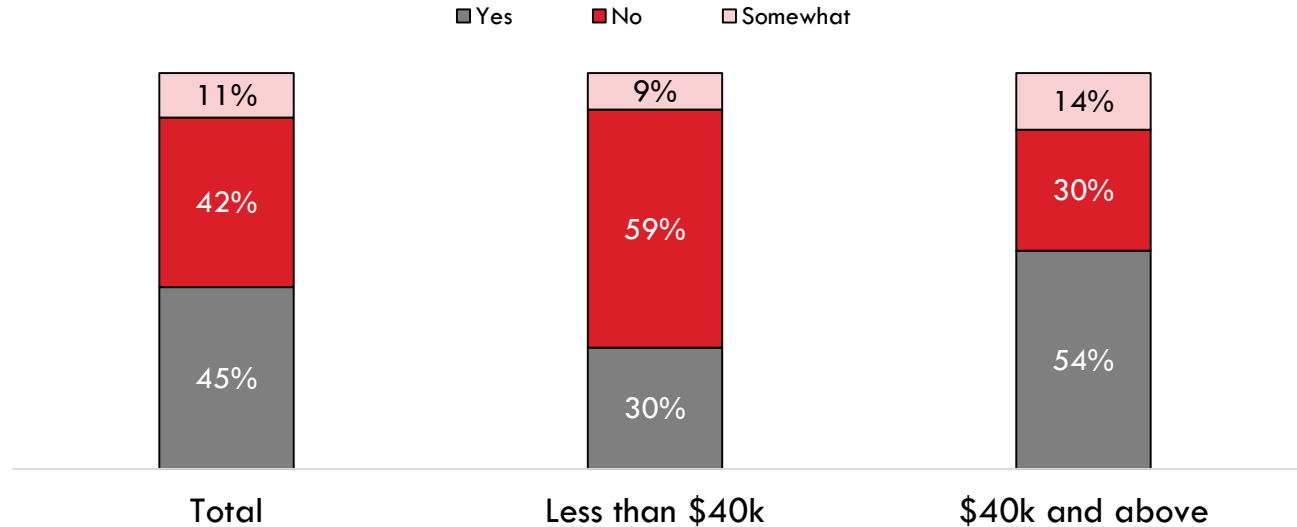
What about lost wages? Did your employer, or an insurance company or third party pay for lost wages due to your injury?



# Worker's Compensation Awareness

Lack of knowledge about the workers' comp process is high – particularly for low-income workers (59%), the most likely to face injury.

Do you know what the process is to get worker's compensation for on-the-job injuries?

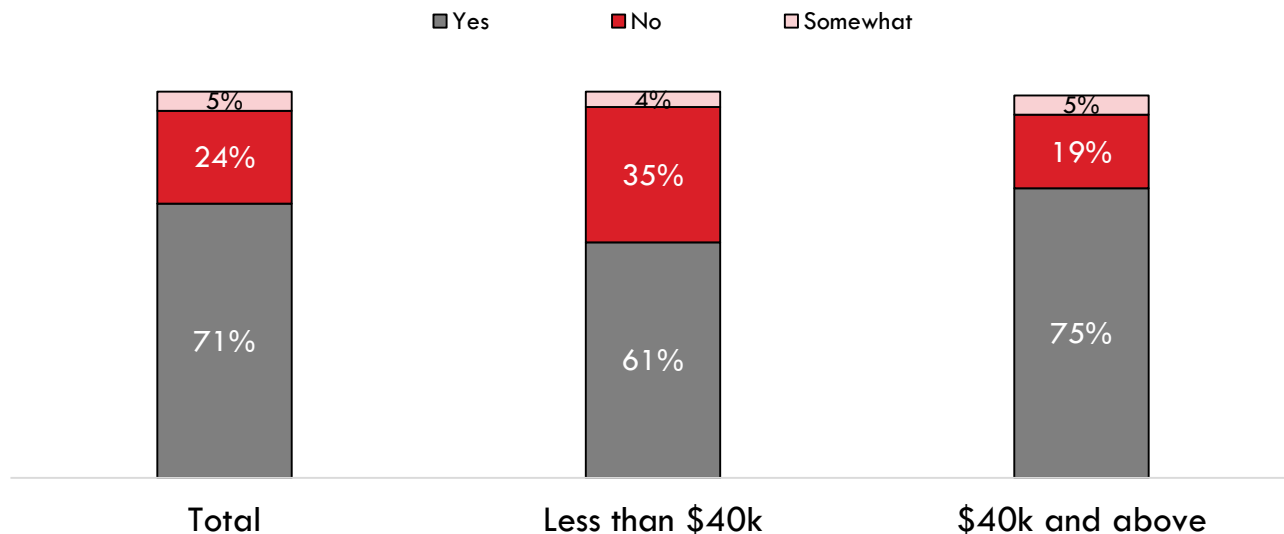


# Worker's Compensation Access at Work

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Those most likely to need information about worker's comp are less informed about who can assist in the matter.

Would you know who to ask about worker's compensation if you were injured at work?

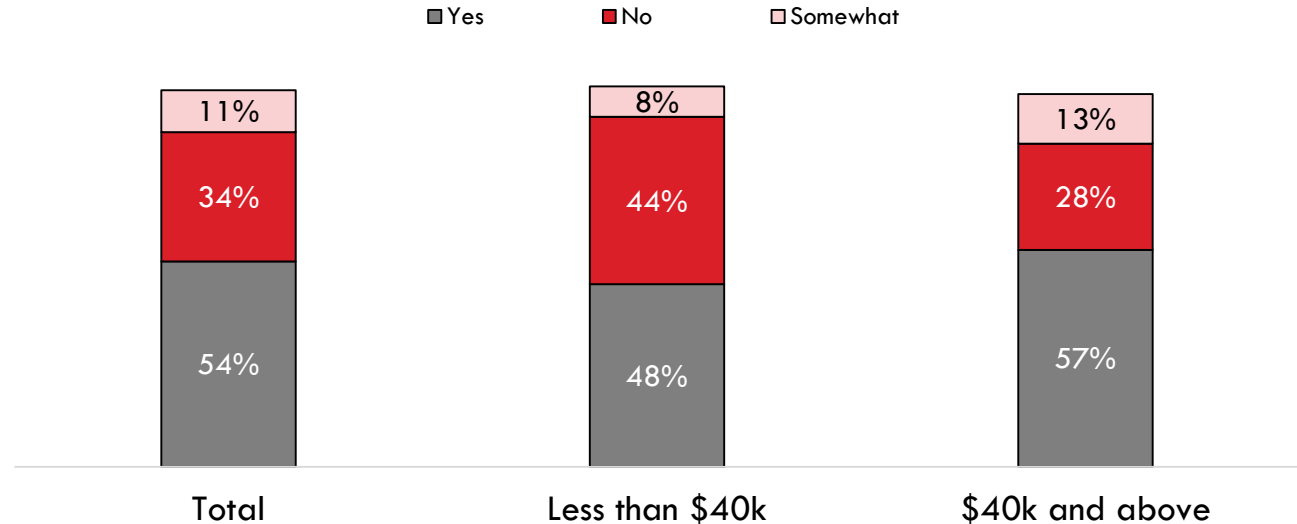


# Unemployment Benefits Awareness

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There is a large information gap between low-income earners and others. Those earning under \$40k have far less information about unemployment insurance and benefits compared to others.

Do you know what the process is to get unemployment insurance or unemployment benefits?



# Unemployment Benefits Access at Work

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One in four Latino workers lacks information about how to access unemployment benefits at their job. The rate is even higher (35%) among low-wage earners.

Would you know who to ask about unemployment insurance or unemployment benefits if there were layoffs or downsizing at your workplace?

