

An Important Message from Your Union

BEFORE YOU SHOP AT WAL-MART Know the Facts

As the world's largest retailer, Wal-Mart is setting the standard for America's workplaces—and it's a standard of low pay, poor benefits and abuse of workers that working families cannot accept. Please read these facts before you shop.

Low wages: Wal-Mart's average full-time pay lands a four-person family in poverty. (Center for Strategic Research, AFL-CIO; *BusinessWeek*, 10/6/03)

No wages: Thousands of documented cases charge that Wal-Mart has forced hundreds of thousands of workers to work "off the clock." (U.S. Securities and Exchange Commission)

Poor benefits: Because of long waiting periods for eligibility and high costs, less than 50 percent of Wal-Mart's workers are covered by the company's health plan. Wal-Mart deliberately works employees less than 32 hours a week so they won't be eligible for health coverage. (2004 Wal-Mart Associate Guide; www.walmartfacts.com; Open Enrollment News, 9/03)

Taxpayer burdens: Wal-Mart's low wages and poor benefits force many workers to rely on public aid. Taxpayers spend about \$420,750 a year on public aid programs for each Wal-Mart store with 200 workers because Wal-Mart workers often can't afford health insurance or food for their children. (University of California Berkeley Center for Labor Research and Education, 8/04)

Discrimination: Women at Wal-Mart earn an average of \$5,000 less a year than men for doing the same jobs. Some 1.6 million women are eligible to join a class-action lawsuit charging Wal-Mart with discrimination. Wal-Mart also has had to pay hundreds of thousands of dollars to workers across the company who were subject to race discrimination. (University of California Berkeley Center for Labor Research and Education)

Destroying U.S. jobs: By squeezing them for impossibly low prices, Wal-Mart forces its suppliers to move operations and jobs to low-wage countries such as China. In 2004 alone, Wal-Mart purchased \$18 billion worth of Chinese goods. (*San Francisco Chronicle*, 12/29/04; *The Washington Post*, 2/13/04; PBS "Frontline," "Is Wal-Mart Good for America?," 11/16/04; *China Business Weekly*, 11/29/04)

Union-busting: Wal-Mart fights to keep wages and benefits low by battling workers' attempts to form unions. The company closed a Quebec store in 2005 rather than negotiate with workers who formed a union there. (www.washingtonpost.com, 4/14/05)

Child labor: Wal-Mart recently agreed to pay \$135,540 to settle federal charges that it broke child labor laws by having teenage workers use hazardous equipment such as a chain saw, paper bailers and fork lifts. (*The New York Times*, 2/12/05)

Can Wal-Mart afford to do better? You bet: Wal-Mart is the largest private employer in America, with \$10.3 billion in 2004 profits. **Wal-Mart CEO Lee Scott received a \$22.99 million pay package in 2004.**

Please share these facts with your friends and family.

For more information: www.WalMartCostsYou.com