



**CITIZENS
AGAINST
WAL-MART
IN MARINA!**

Why Wal-Mart Isn't Like Other Retailers

Wal-Mart & Employees

- In December 2005, an Oakland, Calif. jury awarded **\$172 million** to 116,000 current and former employees of Wal-Mart in the first of dozens of **wage and hour class-action lawsuits** targeting the retailer to go to trial. ¹

Wal-Mart & Women

- Wal-Mart pays its women employees an average of **\$5,200 per year less** than it pays men. Women are **denied promotions** to higher-paying jobs. Men hold 85% of store manager positions and 2/3 of all management jobs, even though 2/3 of its “associates” are women. ²
- 65% of Wal-Mart’s workers are women, but they earn, on average, **22% less** than male employees, despite greater average seniority and higher average performance ratings. ³
- Wal-Mart employs a smaller percentage of **women in management** today than its current competitors did in 1975. Only 33% of managers at Wal-Mart today are women, while women currently hold 56.6% of management positions at Wal-Mart’s competitors. ³
- In June 2004, a federal judge granted class-action status to a massive **employment discrimination** case filed against Wal-Mart by 1.6 million current and former female employees of the company. ³ This created the **largest private civil rights case in U.S. history**. ⁴
- The National Organization for Women (NOW) named Wal-Mart a **“Merchant of Shame”**—a distinction given to corporations that have a record of abuse and discrimination toward women workers. ⁵

Wal-Mart & Child Labor

- In February 2005, Wal-Mart agreed to pay \$135,540 to settle federal charges that it **violated child labor laws** in Connecticut, New Hampshire and Arkansas. Labor Department officials said most of the 24 violations covered by the settlement involved workers under age 18 operating dangerous machinery. ⁶
- Wal-Mart has faced previous child labor charges. In March 2000, Maine fined Wal-Mart **\$205,650 for violations of child labor laws** in every one of the 20 Wal-Marts in the state. ⁶

If you'd like more information on the Citizens Against Wal-Mart in Marina campaign, please visit NoWalmartInMarina.org, or email info@NoWalmartInMarina.org, or call 831-883-4459.

Wal-Mart & the Environment

- In May 2004, Wal-Mart agreed to pay a **\$3.1 million** civil penalty to settle allegations that it violated the federal Clean Water Act in nine states, the **largest penalty ever** for storm-water runoff violations at Wal-Mart store construction sites. ⁷
- The settlement was the **second enforcement action** resulting in a settlement with Wal-Mart for violations of the Clean Water Act. In 2001, Wal-Mart and several contractors entered into a settlement with the United States to address storm water violations at 17 sites in several states. ⁷

Wal-Mart & Health Care and Public Assistance

- Fewer than half of Wal-Mart's employees participate in the company's health insurance plan. ³
- Wal-Mart workers in California earn on average **31% less** than workers employed in large retail as a whole, receiving an average wage of \$9.70 per hour compared to the \$14.01 average hourly earnings for employees in large retail (firms with 1,000 or more employees). In addition, **23% fewer** Wal-Mart workers are covered by employer-sponsored health insurance than large retail workers as a whole. ⁸
- At these low-wages, many Wal-Mart workers rely on **public safety net programs**—such as food stamps, Medi-Cal, and subsidized housing—to make ends meet. The presence of Wal-Mart stores in California thus creates a **hidden cost** to the state's taxpayers. ⁸
- Reliance by Wal-Mart workers on public assistance programs in **California** comes at a cost to the taxpayers of an estimated **\$86 million annually**; this is comprised of \$32 million in health related expenses and \$54 million in other assistance. ⁸
- If other large California retailers adopted Wal-Mart's wage and benefits standards, it would cost taxpayers an additional **\$410 million a year** in public assistance to employees. ⁸

Sources:

1. "Wal-Mart Workers Win Suit," Los Angeles Times, December 23, 2005.
2. NOW flyer, "Attention Shoppers: Wal-Mart Workers Need a Voice!" (updated 11/05) [<http://www.now.org/issues/wfw/wal-mart.html>; downloaded 3/11/06]
3. NOW palmcards, "Who Pays? Wal-Mart: Always Low Prices! ...But How?" (updated 11/05) [<http://www.now.org/issues/wfw/wal-mart.html>; downloaded 3/11/06]
4. "Judge approves record class-action case against Wal-Mart," The Associated Press, June 23, 2004
5. NOW brochure, "Wal-Mart Merchant of Shame 'Wal-Mart Always Discriminates'" (updated 11/05) [<http://www.now.org/issues/wfw/wal-mart.html>; downloaded 3/11/06]
6. "Wal-Mart Agrees to Pay Fine in Child Labor Cases," The New York Times, February 12, 2005.
7. "U.S. Announces Major Clean Water Act Settlement with Retail Giant Wal-Mart," U.S. Department of Justice news release, May 12, 2004. [http://www.usdoj.gov/opa/pr/2004/May/04_enrd_315.htm; downloaded 3/11/06]
8. "Hidden Cost of Wal-Mart Jobs: Use of Safety Net Programs by Wal-Mart Workers in California" by Arindrajit Dube, Ph.D., UC Berkeley Institute for Industrial Relations & Ken Jacobs, UC Berkeley Center for Labor Research and Education, August 2, 2004. [<http://www.wakeupwalmart.com/research>; downloaded 3/11/06]

Note: bold type added for emphasis

What can you do today?

Call California Wal-Mart at 800-793-6522 and tell them you won't shop at their Marina store.