

National Retail Justice Alliance

Basic Facts About Walmart

Walmart Is The Largest Retailer In The United States.

Walmart is the largest retailer in the United States, and the largest employer of African Americans, Hispanics, seniors and women nationwide.

Walmart's Standards Are Lower Than The Rest Of The Retail Business.

The average hourly pay for a Walmart associate is \$8.81. The estimated annual pay is \$15,576 (based on 34 hours per week, 52 weeks per year) which is 16 percent below the 2011 federal poverty guideline for a family of three.

Health Care Coverage And Retirement Plans Are Not Within Reach For Many Walmart Workers.

For employees earning \$8.81 per hour working an average of 34 hours per week, some of Walmart's 2012 health care plans would cost between 77 percent and 104 percent of the employee's annual gross income. In 2012, Walmart stopped offering health insurance to part-time workers who worked less than 24 hours per week, and raised premiums for full-time employees by as much as 63 percent for non-smokers and their families and as much as 162 percent for smokers with families.

In 2010, Walmart put an end to its profit-sharing program, which was free for workers, and "redirected" that money to 401(k) matching payments. In late 2011, Walmart and Merrill Lynch paid \$13.5 million to settle a 401(k) fiduciary class-action lawsuit alleging that two million former and current Walmart workers using the company's 401(k) program were charged unreasonably high fees.



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Walmart Enriches Those At The Top.

Walmart's top six executives received \$59 million in compensation in the last fiscal year. Six members of the Walton family—which own just under 50 percent of the company—are worth an estimated \$100 billion.

Changing Walmart Will Alter The Retail Sector.

It's imperative that retail employers like Walmart listen to—and respect—its workers in order to rebuild our country's economy and strengthen America's middle class. The UFCW is fighting to improve working conditions at Walmart through the Making Change at Walmart campaign, and the new employee association, Organization United for Respect at Walmart (OUR Walmart). To support Making Change at Walmart and OUR Walmart, please visit <http://makingchangeatwalmart.org/>.