

The Disturbing Truth about Walmart, the Walton Family and the Latino Community

■ Destroying Economic Opportunity

Poverty Jobs: Walmart is the largest employer of Latinos in the United States. Unfortunately, Walmart jobs keep our communities in poverty – wages average **just \$8.81/hour**.

Destroying Community Jobs: Walmart store openings **destroy almost three local jobs for every two they create** by reducing retail employment by an average of 2.7 percent in every county they enter.

People of Color are underrepresented in Management Jobs at Walmart

Walmart's low wages are not good for any workers, but minorities are disproportionately represented in low-paying positions. While people of color made up 35.33% of Walmart's US workforce in 2010, only 26.4% of managers and corporate officers were minorities.

■ Funding Political Attacks on Our Community

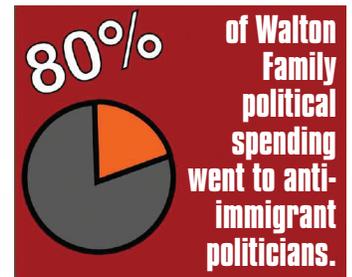
Walmart and the Waltons Have Disproportionately Funded Anti-Immigrant Elected Officials

Walmart and the Walton family have massive public relations machines that project a positive image. But, actions speak louder than spin. Walmart and the Waltons have disproportionately supported politicians who have overwhelmingly anti-immigrant records.¹

We compared Walton family and Walmart PAC political contributions to Congressional candidates with the scorecard published in the William C. Velasquez Institute Immigrant Justice March 2010 Interim Report, the most recent available. The vast majority of recipients of funding voted against the DREAM Act, which would expand the ability of immigrants to become citizens.

Many elected officials who received contributions from Walmart PAC and the Waltons also supported E-verify, immigrant detention, militarization of the U.S.-Mexico border, and funding local law enforcement agencies to conduct enforcement of federal immigration laws.²

The Walton family gave 80% of their contributions to politicians with scores of 30% or lower.



Supporting SB 1070 and other Anti-Immigrant legislation through ALEC

Both Walmart and the Walton family were, until recently, members of the American Legislative Exchange Council (ALEC), an organization with a history of promoting anti-immigrant model legislation. While Walmart recently withdrew from ALEC in response to public pressure, the Walton Family Foundation remains a member.

Arizona's infamous SB 1070 was written at an ALEC conference in 2009.³ ALEC's board also pushed for a law that compelled local government to enforce federal immigration laws and pushed for the elimination of birthright citizenship in January 2008, a right established by the 14th Amendment to the Constitution.⁴ ALEC also opposed federal legislation that would allow undocumented immigrants a path to citizenship, using fear-mongering language about "illegal-alien [sic] gang members, criminals, and terrorists" becoming U.S. citizens.⁵

■ Exploiting Latino Workers in Walmart's Supply Chain

Walmart's contracted warehouse operators illegally exploit predominately Latino workforce

Dangerous Working Conditions

Walmart's contractors run a massive national distribution and warehouse network that employs a largely Latino workforce. Warehouse operators have repeatedly violated health and safety standards creating unsafe and unhealthy working conditions that have caused widespread injuries to warehouse workers.

In August 2011, workers at NFI Industries, a third-party logistics provider in Chino, CA, which moves Walmart products, filed complaints with Cal-OSHA regarding excessive heat, dangerous speed quotas resulting in repetitive stress injuries, broken and defective machinery leading to dangerous incidents, and dust and chemical inhalation causing dizziness and nose-bleeds.

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The Disturbing Truth about Walmart *Continued from front.*

In January 2012, Cal/OSHA's High Hazard Unit found serious violations of the labor code at NFI and cited them for a total fine of \$257,000, an unprecedented fine in the warehouse industry.

Wage Theft from Latino Workers in California

Latino workers at a major Walmart logistics contractor in Mira Loma, CA, Schneider Logistics, filed a suit in Federal Court, in the Eastern District of California against Schneider and two labor agencies contracted by Schneider in October 2011.

The complaint details widespread wage-theft resulting from a piece-rate system for unloading containers, failure to pay employees for the time they actually worked and other violations of state and federal wage and hour law.

The violations were so significant and apparent that the Court issued a preliminary injunction against both labor agencies and Schneider to remedy their payroll systems and wage and hour practices to avoid irreparable harm to the workers. Over the last ten years it is estimated that these workers have been defrauded of tens of millions of dollars.

When Latino Workers Have Stood Up, Companies Have Retaliated

In both cases referred to above, Latino workers who stepped forward to file complaints or legal action have been retaliated against, through firings, threats, captive audience meetings, demotions, reduced hours, changed shifts, and other punitive measures. In September 2012, workers at warehouses in California that supply Walmart stores went on strike in response to illegal retaliation by their employers.

■ Anti-Immigrant Employment Practices

In March 2005, Walmart agreed to pay \$11 million to settle federal allegations that it used undocumented immigrants to clean its stores. Investigation by the federal government found at least 250 cases where undocumented workers, employed by Walmart janitorial contractors, were hired to clean the company's stores. A lawyer for the workers said that many of the janitors worked every day of the week without overtime pay or compensation for injuries, and overnight workers were often locked in stores overnight.⁶

Racism Against Mexican Workers

In April 2011, Walmart paid \$440,000 to settle an EEOC suit claiming harassment of Latinos at a Sam's Club in Fresno, California. According to the EEOC, at least nine employees of Mexican descent and one who was married to a Mexican endured regular ethnic slurs and derogatory remarks from a fellow co-worker. The victims were told that Mexicans are only good for cleaning homes and were called "f---n' wetbacks," and despite the victims' legal status, their harasser even reported three of them to immigration authorities.⁷



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The logo for "MAKING CHANGE" features the words "MAKING" and "CHANGE" stacked vertically in a bold, blue, sans-serif font. To the left of the text are several curved, yellow lines of varying lengths, resembling a stylized sun or a signal.

CHECK THE FACTS

1. www.opensecrets.org/politicians/index.php
2. wcvl.org/justice/reportcard/marchprogress_senate.htm
3. alecxposed.org/wiki/Arizona
4. alecxposed.org/wiki/Arizona
5. alecxposed.org/w/images/c/c4/7K6-Resolution_Against_Amnesty_Exposed.pdf
6. "Wal-Mart Mops Up Immigrant Flap," http://www.cbsnews.com/2100-201_162-681593.html
7. EEOC v. Walmart Stores, Inc. dba Sam's Club, et al., Case No. 09-CV-00804, filed in U.S. District Court, Eastern District of California; "Walmart to Pay \$440,000 to Settle EEOC Suit for Harassment of Latinos." 4-14-11. EEOC Press Release. <http://www.eeoc.gov/eeoc/newsroom/release/4-14-11.cfm>