

November 29, 2013

Dear Walmart CEO, Mike Duke and the Manager of this Walmart:

As members of this community we are very concerned that most Walmart workers earn less than \$25,000 a year and that Walmart workers are not treated with respect on the job. And when workers speak out about their concerns, Walmart managers illegally try to silence and intimidate them.

We are here today to support Walmart workers because they refuse to be silenced. They are our family, friends and neighbors and they are putting their jobs on the line for better working conditions and an end to the illegal retaliation. We are proud to stand with them.

Last year, Walmart made nearly \$17 billion in profits. Walmart is owned by the Walton heirs—the richest family in America with a net worth of more than \$144 billion. Walmart and the Waltons can ensure that Walmart workers get their fair share of the profits they create by paying workers at least \$25,000 a year.

Walmart's low wages, unpredictable scheduling, use of part-time workers and temporary workers keep workers struggling and hold our economy back. Walmart needs to provide jobs that pay workers for the wealth they create. As a Walmart manager, you can address many of these concerns and we call on you to do so. Furthermore, we call on Walmart and the Walton heirs to publicly commit to raising employee wages to \$25,000 per year.

When members of our community go to work at Walmart, they do not give up their rights to freedom of speech, assembly and association. We call on you to end your efforts to silence and retaliate against those who speak out. As a local store manager, you can commit to obeying the law and to treating all Walmart workers with respect.

Now is the time for Walmart to own up to its position as the largest employer in the country and stop hurting our communities by forcing workers to take jobs that are unstable and pay less than what they deserve for their work. The solution workers are calling for is simple: the company and its ruling family, who built this part-time, low paid, unstable economy can and must fix it.

Sincerely,



LEGAL DISCLAIMER: UFCW and OUR Walmart have the purpose of helping Wal-Mart employees as individuals or groups in their dealings with Wal-Mart over labor rights and standards and their efforts to have Wal-Mart publically commit to adhering to labor rights and standards. UFCW and OUR Walmart have no intent to have Walmart recognize or bargain with UFCW or OUR Walmart as the representative of Walmart employees.

