



Tips for a Successful Walmart Store Action

These instructions are for events inside Walmart stores, on adjacent parking lots OR sidewalks, or on public property. The purpose of all events is to educate the general public about the working conditions of Walmart Associates and about how Walmart has attempted to silence and retaliate against Associates who have spoken out for better jobs. The purpose is NOT to disrupt or interfere with Walmart's business.

Important Note: Judges have enjoined non-Associates who are agents of the UFCW Intl. or OUR Walmart from interfering with or entering Walmart property except to shop in Arkansas (read order at bit.ly/1c6BvHS), Florida (read order order at bit.ly/17VFzeK), and Maryland (read order at bit.ly/1exHTbb). A California judge has enjoined non-associate agents of the UFCW and OUR Walmart from engaging in certain activities inside CA Walmart stores (read order at bit.ly/1cMwylt).

All events must be conducted in accordance with these instructions:

If you are distributing leaflets, greet the intended recipients, such as customers or Associates, and offer leaflets to them. If someone declines, don't try to force them to accept. Wish the recipient a good day, whether or not they accept. Do not leave leaflets or items on shelves, next to merchandise, on the floor or ground, or anywhere else.

- **If you are leafleting Associates, do not interrupt if they are assisting customers.** Wait until after they have taken care of the customer before continuing. Ask Associates to read leaflets during breaks or after their shifts.

- **If Associates ask questions, you may answer while they are working if you can answer briefly.** Otherwise, ask if you can talk to them someplace else after work. (Of course, take as much time as necessary to answer questions of Associates on break.)
- **If you see anyone drop leaflets or items, please pick them up.** When the event is over, please pick up any leaflet or item that anyone has dropped or left anywhere.

Participants should not block access to parking lots, traffic lanes, store entrances or or any area inside stores. Blocking means people can't walk through event participants to enter or exit stores, to walk along store aisles, to walk across store aisles, to get from one store area to another, to get to cash registers, or to drive vehicles through parking lot driveways or traffic lanes.

Events should not be too loud. An event is too loud if any customer or Associate can't hear each other. A flash mob would be too loud if an Associate in a nearby area could not hear a customer's question.

Be peaceful, professional and polite: If you get into a discussion with someone, hold your ground but be professional and polite. Do not get into arguments, raise your voice or threaten anyone. Do not say anything insulting or intimidating. Stay sober and drug-free.

You are not "soliciting" simply by talking to Associates or asking them to accept leaflets or other items. Under federal labor law, soliciting only means asking Associates to sign union cards. It does not mean talking to Associates about working conditions, events, striking or even asking Associates to join OUR Walmart.

If a police officer or manager asks you to leave, explain that:

Associates have rights under federal labor law and the First Amendment to participate in actions at Walmart's stores.

- Other participants, such as allies and organizers, have the right under federal labor law to participate because Walmart allows other groups to conduct activities at its stores.
- You have not done anything to lose those rights and have been peaceful, orderly, non-disruptive and have not blocked anyone's access to any area inside or outside the store.

If the officer continues to ask that the action stop or threatens to arrest participants, participants should leave and move the action to the nearest public property, such as driveway



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 publicly 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.

