



Rules For A Successful Walmart Store Event

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 public about the working conditions of 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 or associates' work.

IMPORTANT: If you live in [Arkansas](#), [Colorado](#), [Florida](#), [Maryland](#), [Ohio](#) or [Texas](#), we ask that you remain off of Walmart property and tweak your action by calling the store manager on the phone to inform them that you/your group is there supporting #WalmartStrikers rather than delivering anything to the store.

Courts have prohibited non-associates who are agents of the UFCW Int'l Union or OUR Walmart from holding events inside Walmart stores or on adjacent parking lots and sidewalks in Arkansas, Colorado, Florida, Maryland, Ohio and Texas.

A court has prohibited non-associate agents of the UFCW Int'l Union and OUR Walmart from holding events inside Walmart's [California](#) stores (parking lots are okay).

ALL EVENTS MUST BE CONDUCTED IN ACCORDANCE WITH THESE RULES:

If you are distributing leaflets or items, greet the intended recipients and offer one 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, the floor, the ground or anywhere else.

- **If you are leafletting associates, do not interrupt if they are assisting customers.** Wait until after they have finished. Ask associates to read leaflets during breaks or after work.
- **If associates who are working ask questions, answer 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 parking lots, traffic lanes, sidewalks, store entrances or any area inside stores. Blocking means people can't walk through event participants to enter or exit stores, can't get through or across store aisles, can't get to cash registers, or can't drive through parking lot driveways or traffic lanes.

Events should not be too loud. An event is too loud if a customer or associate near the event can't hear. A flash mob would be too loud if an associate could not hear a customer's question.

Be peaceful, professional and polite. If you get into a discussion, 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" by talking to associates or asking them to accept leaflets or other items. Under federal law and Walmart's policies, soliciting only means asking associates to sign union cards. It does not mean talking about working conditions, events, strikes or OUR Walmart.

If a police officer or manager asks you to leave, explain that: associates have rights under federal 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 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 and have not blocked anyone's access to any area inside or outside the store.

If the officer continues to ask that the event stop or threatens to arrest anyone, participants should move to the nearest public property, such as a sidewalk.

LEGAL DISCLAIMER: UFCW and OUR Walmart have the purpose of helping Walmart employees as individuals or groups in their dealings with Walmart over labor rights and standards and their efforts to have Walmart 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.

