

OUR WALMART BLACK FRIDAY 2016

Thanksgiving: Our Thanks - Our Commitment Black Friday Outreach

WHY: Walmart workers are an important part of our community and helped, along with thousands of other workers, to get food on tables across the country this week. Walmart sets the standard for the low-wage economy. As the nation's largest employer with 1.3 million employees in every part of the country, and as the largest employer of women, black and Latino workers, the company's practices influence other large employers across our entire country. The company's embrace of low-wage, part-time, and unpredictable work virtually guarantees this kind of work is the new normal, if not challenged.

Through OUR Walmart, Walmart workers have been coming together to improve conditions, including winning an increase in base pay to \$10/hr, starting this year. But it is not enough to live on, especially for part-time workers or at Walmart's definition of full time – only 34 hours a week. They have also been hard at work building an empowering & innovative digital tool to organize for real, lasting change at Walmart. Getting the app, called "WorkIt" into as many workers hands as possible is a critical step in building worker power.

JOINING IN PRAYER & OUTREACH:

As a congregation: Use the prayer and call to action this holiday season at an interfaith gathering or in your individual congregation to recognize the contribution workers make to the holiday and as an opportunity to get as many people as possible to spread the word to Walmart workers about the WorkIt app.

As a family: Use the prayer and call to action this holiday season at your family Thanksgiving dinner to recognize the contribution workers make to the holiday. On Black Friday or over the following weekend go to a Walmart store or talk to a Walmart worker you know and hand out information to as many workers as you can about the WorkIt app and how they can easily download it for free and begin learning more about their rights and what's happening in other Walmart stores.

WHERE: In your home or your place of worship and at any Walmart Store. We can give you a store to go to or you can choose.

TIME AND WHAT DO I DO ONCE I AM AT A WALMART STORE: Anytime Between November 14th – November 25th go to a Walmart store or worker you know and hand them information about how to download WorkIt.

WHAT DO I DO WHEN I AM DONE WITH MY VISIT: Post or send us a picture of yourself, family and friends - and as many or as few as you can gather- with a homemade poster explaining that you are out supporting #WalmartStrikers. We are asking everyone to take this simple but powerful action. The #walmartstrikers hashtag is used throughout the year by members of OUR Walmart and supporters as they share stories and support for the people who work at Walmart.

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THE PRAYER

Our Thanks: Family, Friends, and Beyond

Spirit of Life/Most Divine/God/Beloved Community/Creator,

We give thanks. We give thanks for those of us gathered at table. We give thanks to those who bring us this day our food. We give thanks for the food farmers and workers collected. We give thanks for the hands who helped set this table: factory workers, construction workers, truck drivers, mechanics, stock people, cashiers, managers.

This Black Friday, we remember that we are not replaceable, we are priceless. We remember community and compassion can see us through the coming winter, storms and tribulations. We remember we are blessed to have each other after ages of struggle.

*Optional Paragraph: **You are a God of compassion and justice, Who has taught us to pursue a more just and sacred society, built upon foundations of fairness and love. As we enjoy this delicious meal surrounded by loved ones and dear friends, we turn our hearts inward to You this Thanksgiving, Oh God, with thanks for the blessings you have bestowed upon us, so evident here on this special day.***

And we lift up Walmart workers and other low-wage workers in our nation all days but especially tonight and tomorrow as they claim their voice. We join our voice to theirs; they remind us of all that we are and all that we fight for. We give them our thanks, our love, and our support.

Amen

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To download materials & get more info please visit: BlackFridayBlitz.org

Suggestions and Rules for Visiting Walmarts:

- **When distributing palm cards 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 palm cards or items on shelves, the floor, the ground or anywhere else.
- **If you are leafleting associates, do not interrupt if they are assisting customers.** Wait until after they have finished. Ask associates to read the palm card during breaks or after work.
- **If you see anyone drop palm cards or items, please pick them up.**
- **Be peaceful, professional and polite.**
- **You are not "soliciting" by talking to associates or asking them to accept leaflets or other items.**
- **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 events at Walmart's stores.

IMPORTANT: If you live in [Arkansas](#), [Colorado](#), [Florida](#), [Maryland](#), [Ohio](#) or [Texas](#), we ask that you remain off Walmart property and do not enter the store. Courts have prohibited non-associates who are agents of 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 OUR Walmart from holding events inside Walmart's California stores (parking lots are okay).** In these states, be sure to follow these rules.

Organization United for Respect (OUR) is a non-profit organization, organized under the laws of the District of Columbia. OUR brings together low-income workers, their families and communities to improve working conditions in the retail industry throughout the United States, promote human and civil rights secured by law, build strong and healthy communities, and end all forms of discrimination. OUR Walmart is a project of OUR. OUR does not intend or seek to represent retail employees over terms and conditions of employment, or to bargain with retail employers, including Walmart.

Questions? Email OURWalmartinfo@gmail.com