November 18, 2013

Mike Duke

CEO, Wal-Mart Stores, Inc.

Walmart Home Office

702 SW 8th Street

Bentonville, AR 72716-8611

[Mike.duke@wal-mart.com](mailto:Mike.duke@wal-mart.com)

Dear Mr. Duke,

Today we are writing to you from the [INSERT NAME OF UNION/ORGANIZATION]. [INSERT UNION NAME] representing [number of workers] in [location such as city or country]. We are writing as an active participant in the UNI Walmart Global Union Alliance to express our concerns. Unions around the world from countries such as Brazil, South Africa and the United States are members of this Alliance which was formed over one year ago.

Walmart workers in many countries have voiced concerns about their employment conditions. Low wages make it difficult for them to support their families. Inadequate benefits such as health and accident insurance leave workers and their families vulnerable. The imposition of part-time work, casual employment contracts or – as in the case of Walmart’s 1.4 million U.S. workers – no contracts at all, means that workers have no employment security.

We have heard that workers who try to exercise their right to freedom of association in an attempt to resolve issues or improve working conditions frequently face retribution from the company. This has seen this most clearly in the USA where Walmart has terminated or disciplined more than 60 “OUR Walmart” members in the USA for exercising their legal right to withhold their labour in order to improve their working conditions. We call on Walmart to reinstate Lisa Lopez, Jovani Gomez, Carlton Smith and all of the others that were dismissed.

We request that Walmart address the issues raised in this letter and let us know what actions will be taken in order to alleviate these concerns.

Sincerely,

cc: Doug McMillon, President and CEO, Walmart International, [Doug.Mcmillon@wal-mart.com](mailto:Doug.Mcmillon@wal-mart.com)  
Karen Casey, Senior Vice President Global Labour Relations, [Karen.Casey@wal-mart.com](mailto:Karen.Casey@wal-mart.com)