

# WAL-MART RUNS AWAY FROM RECORD COVERS TRACKS WITH MASSIVE AD CAMPAIGN

Explaining to *The New York Times* how his manager required him to punch out then keep working without pay, Aaron Payne said "I'd be clocking out, and he would point out all this stuff, saying, 'This isn't done, and if you leave before this is done, you won't have a job Monday morning.' It happened almost every night. I'd usually have to stay one and a half or two extra hours."

—PAYNE EARNS \$6.50 AN HOUR WORKING IN A CAMDEN, S.C., WAL-MART STORE

Wal-Mart, the largest and richest corporation in the world, recently launched a massive ad campaign, in the company's words, "to set the record straight." The campaign, as is typical of Wal-Mart, is fundamentally deceptive.

Even based on what Wal-Mart says it pays, its employees earn significantly less than the Basic Family Budget level and barely above the federal poverty line.

More than half of Wal-Mart's employees, approximately 650,000, aren't covered under the company's health care plan.

## America Can't Live on a Wal-Mart Paycheck

### WAGES:

- Wal-Mart states it pays "full-time" employees \$9.68 an hour. That translates into an annual wage of \$17,114, and puts them below the Basic Family Budget requirement of \$23,705.
- Full time sales associates-by far the most common Wal-Mart job classification-earn even less, \$15,536.

### HEALTH CARE BENEFITS:

- Wal-Mart shifts its costs to the community.
- The Atlanta Journal Constitution reported on a Georgia government audit that showed Wal-Mart had by far the most employees on the State Children's Health Insurance Program (CHIP) rolls - 10,261 children. According to Wal-Mart's website, the company employs 49,600 people in Georgia. That means one in five Wal-Mart employees in the state has a child on the State CHIP program.
- Wal-Mart restricts access to family coverage: Part-time employees never can buy coverage under the Wal-Mart plan for their family members, and family coverage disappears if a worker slips from full-time to part-time status.

### RETIREMENT BENEFITS:

- In 2001, Wal-Mart's average annual contribution to employees' 401(k) and profit sharing plans amounted to an average annual contribution of \$240.
- Inadequate Wal-Mart retirement benefits and wages, shifts retirement cost onto communities. When employees retire without adequate savings and benefits, they are less able to pay for health care, housing, and food.

### FULL-TIME JOBS:

- Wal-Mart doesn't clarify that it defines full time as 34 hours a week.

### WAL-MART'S WORKFORCE

- Wal-Mart is currently being sued for gender discrimination in promotion and pay, in what would be the largest class action lawsuit in United States history ([www.walmartclass.com](http://www.walmartclass.com)). Approximately 70 percent of the company's workers are women, making it the largest private sector employer of women.
- Despite being more experienced and qualified, women are significantly under-represented as managers. A statistical analysis of Wal-Mart payroll records shows that despite making up 72 percent of the hourly workforce, women only account for 33 percent of managers and only 15 percent of store managers.
- Wal-Mart women workers earn less-5 to 15 percent-than men for the same work.
- When a Virginia store employee complained, three different supervisors told her it was because men "had families to support." ("Declaration of Kim McLamb in Support of Plaintiffs' Motion for Class Certification," Betty Dukes et al Vs. Wal Mart Stores, US District Court Case No. C 01 2252). These patterns of discrimination in promotion and pay were found in all regions where Wal-Mart operates in the United States.

### CHARITABLE GIVING:

- The Walton family's estimated lifetime charitable giving is a meager one percent of their net worth, which stands at approximately \$98 billion. The Waltons are Wal-Mart's principal owners. By comparison, Bill and Melinda Gates the next richest family donate nearly \$28 billion —58%— of their net worth of \$48 billion.

