



May 15, 2020

Mr. John Furner
Chief Executive Officer
Walmart Supercenters
702 SW 8th Street
Bentonville AR 72716-6209

Dear Mr. Furner:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

Over these past weeks, many of your respective companies have likened to calling your grocery store and food workers "heroes." Some of you have used advertising and social media to highlight the critical difference they have made in our lives and communities. These union and non-union food workers have been rightfully called essential by our nation's elected leaders—and *it is clear that the American people see them as such as well*. Given the daily risks faced, these workers deserve critical protections, benefits, and a higher wage for as long as this public health crisis endures.

Now, it has come to our attention that each of your respective companies are actively planning to end what some of you have called "hazard pay," "appreciation pay," or even "hero pay," sometime over the next few weeks. To be very clear, the idea that any company, whether it is a non-union employer such as Amazon, Walmart, Trader Joe's, Whole Foods, Aldi, or any union employer, would stop paying higher wages to the men and women who are working on the front lines of this ongoing pandemic is absolutely unconscionable. That this action is even being considered while your respective companies experience record sales is shocking in its indifference.

As you must know, this pandemic is not over. Workers are still dying, including many of your own frontline employees. Furthermore, not a single state nor major city, for that matter, has returned to anything resembling a pre-COVID-19 "normal." To the contrary, every one of your food and grocery store workers are still being asked to risk exposure to this virus and work in dangerous conditions that require them to wear protective equipment on the job. Even more concerning, you are suggesting that frontline workers should work for less because the threat has diminished even as you and your entire executive teams continue to work virtually from home.

Mr. John Furner

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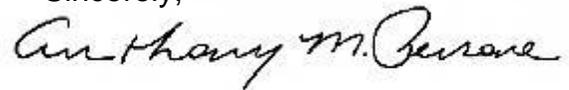
Are you suggesting that it is now safe for grocery workers, but not safe for your executive team?

To be very clear, if you truly believe that the threat of COVID-19 has passed for your workers, then you and/or your executive teams should be willing to admit this publicly. Until that day comes, you have a responsibility to provide your workers with essential protections and benefits, including so-called hero/appreciation/hazard pay, until this terrible threat has passed.

It is our sincere hope that you will do what is right for your brave workers—the very workers who ensure the success of your companies—and their families. More directly, we hope each of you will recognize that these food and grocery store workers did not simply stop being heroes. They are not facing fewer hazards. And they surely do not deserve less appreciation.

For the sake of these workers, our families, and our nation's food supply, we ask you to remember your collective responsibility to ensure that these workers are receiving the premium pay that they have rightfully earned by facing the very risks that so many Americans—including all of you—have been lucky enough to avoid.

Sincerely,

A handwritten signature in black ink that reads "Anthony M. Perrone". The signature is written in a cursive style with a large initial 'A' and 'P'.

International President