



Wal-Mart and Child Labor Violations

Wal-Mart repeatedly broke child labor laws

- Wal-Mart agreed to pay \$135,540 for breaking child labor violations charges in January 2005 in 24 separate incidents.¹
- Wal-Mart was also fined \$205,650 for 1,436 violations of child labor laws in Maine between 1995 and 1998. The settlement represents the largest number of citations as well as the largest fine ever issued by the Maine Department of Labor for child labor violations.²

Wal-Mart got a sweetheart deal as part of their settlement

- In an unprecedented deal, the U.S. Department of Labor agreed to give Wal-Mart 15 days notice before visiting and/or investigating allegations of wage and hour violations, including failure to pay minimum wage or overtime. This move was called “very unusual,” and according to former DOL official John R. Fraser, “appears to put Wal-Mart in a privileged position that...no other employer has.”³

What you can do

1. Sign-Up

Join our exciting movement to change Wal-Mart:

www.wakeupwalmart.com

2. Adopt-A-Store

Become a local volunteer and help us build a local community group at every Wal-Mart store in America. Community groups meet once per month to take action to educate others about Wal-Mart's negative impact on our communities.

3. Tell Others

Call your friends and family and let them know why Wal-Mart needs to change and ask them to sign up.

Wal-Mart's own internal audit found extensive child labor violations

- A 2000 internal Wal-Mart audit found “extensive violations of child labor laws and state regulations requiring time for breaks and meals.”⁴
- One week of time records for 25,000 employees in July 2000 found 1,371 instances of minors working too late, during school hours, or for too many hours in a day. There were 15,705 lost meal times and 60,767 missed breaks.⁴

Wal-Mart continued to break child labor laws

- In June, 2005, despite the internal audit warning top Wal-Mart executives of broken child labor laws, Connecticut found 11 violations in three Wal-Mart stores in the state.

¹ Wal-Mart Agrees to Pay Fine for Violating Child Labor Laws; Company Signs Settlement Agreement with Labor Department, February 14th, 2005, U.S. Newswire

² Weinstein, Joshua, *Wal-Mart fined \$205,650 in child labor case* A spokesman says the retailer has learned a lesson, but he characterizes the Maine violations as minor, March 2, 2000, Portland Press Herald

³ Greenhouse, Steven, *Wal-Mart Agrees to Pay Fine in Child Labor Cases*, February 12th, 2005, NY Times

⁴ Greenhouse, Steven, *In-House Audit Says Wal-Mart Violated Labor Laws*, January 13th, 2004, NY Times



The probe came after the Labor Department in February said the retailer had similar violations nationwide.⁵

⁵ Stowe, Stacy, [Connecticut Finds More Labor Law Violations at Wal-Mart, June 18th, 2005, NY Times](#)