



Wal-Mart and Wage Law Violations

There are 76 class action lawsuits alleging wage-and-hour violations at Wal-Mart

- Wal-Mart reported in December 2008 that the company was involved in at least 76 class action lawsuits alleging wage-and-hour violations.¹ According to The New York Times, the suits include allegations Wal-Mart forced “employees to work unpaid off the clock, eras[ed] hours from time cards and prevent[ed] workers from taking lunch and other breaks that were promised by the company or guaranteed by state laws.”²

Wal-Mart’s settlement is worth little to workers, less to the company

- According to The New York Times, Wal-Mart announced it would settle 63 of the outstanding class action suits over wage-and-hour violations for an amount between \$352 million and \$640 million.² This leaves the average Wal-Mart worker as little as \$250 and only as much as \$450.³
- Wal-Mart’s settlement represents company sales for a mere 14 hours and 10 minutes.³

Wal-Mart’s Minnesota settlement is a raw deal for local workers

- Wal-Mart settled a Minnesota wage-and-hour lawsuit for \$54 million. Had Wal-Mart continued with the penalty phase of the trial, they could have owed over \$2 billion in penalties to the State of Minnesota.⁴
- One plaintiff, Nancy Braun, wasn’t allowed bathroom breaks while working as the only server and cook at an in-store restaurant. As a result, Ms. Braun “ended up soiling herself several times.”⁴
- Wal-Mart’s \$54 million settlement represents the company’s profit in the last 37 hours and 10 minutes.³

Wal-Mart is still appealing \$380 million in awards to workers in Pennsylvania and California

- Wal-Mart is still appealing verdicts in two cases. In California, Wal-Mart is appealing a \$192 million award for not providing employees “meal and rest breaks in accordance with California law.” And in Pennsylvania, Wal-Mart has appealed a \$188 million award for similar offenses.⁵

Wal-Mart’s claim that it’s a changed company is betrayed by very recent lawsuits

- Two class actions suits were filed as recently as the fall of 2008,⁵ and the Minnesota class action suit was accepting new plaintiffs the month before the settlement.⁶
- Ironically, Wal-Mart’s general counsel Tom Mars told The New York Times that many of the suits were old and “are not representative of the company we are today.”⁷

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.

¹ Wal-Mart Stores, Inc. SEC Form 10-Q, filed 12/9/08

² New York Times, 12/24/08

³ Calculations based on Wal-Mart’s 3rd quarter 2008 sales disclosed on Form 10-Q, filed 12/9/08

⁴ New York Times, 12/9/08

⁵ Wal-Mart Stores, Inc. SEC Form 10-Q, filed 12/9/08

⁶ New York Times, 12/9/08

⁷ New York Times, 12/24/08