



Wal-Mart and Wages

A Substantial Number of Wal-Mart Associates earn below the federal poverty line

- In 2008, the average full time Associate (34 hours per week) earns \$10.84 hourly for an annual income of \$19,165. That's \$2,000 below the Federal Poverty Line for a family of four.¹
- Last year, Wal-Mart CEO Lee Scott earned \$29.7 million in total compensation, or 1,551 times the annual income of the average full time Wal-Mart Associate.²

Wal-Mart Associates don't earn enough to support a family

- The national median family budget for a family of four (two parents and two children) in 2005 was \$39,984, more than twice the average full-time Associate's annual income of \$19,165.³

Wal-Mart wages are not "designed" to support a family

- Wal-Mart spokesperson Mona Williams was quoted in 2004 for admitting that, "More than two thirds of our people...are not trying to support a family...that's who our jobs are designed for."⁴

Wal-Mart can afford wage increases

- Wal-Mart could give each of its workers a \$1 per hour raise without affecting their annual \$12 billion profit margin, by raising prices only one half of one penny per dollar. For instance, a \$2.00 pair of socks would then cost \$2.01. That half of a cent would add up to a \$1,800 raise for each employee.⁵
- A 2007 study found that Wal-Mart could increase its starting wage to \$10 per hour, and even if were to pass 100 percent of the cost onto customers, it would only need to increase prices by 0.9%. This works out to \$0.36 per shopping trip, or \$9.70 per year, for the average Wal-Mart customer.⁶

Wal-Mart's wages are lower than other retail wages

- As of 2008, a full time Wal-Mart Associates earns 16% less than the average retail wage.⁷
- In 2008, a worker in Massachusetts at one of Wal-Mart's leading competitors earns, on average, more than 15% more than Wal-Mart Associates.⁸
- The average wage in 2008 at several of Wal-Mart's retail competitors in Missouri are over 19% higher than the average wage at Wal-Mart.⁹

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 "The 2008 HHS Poverty Guidelines," *United States Department of Health and Human Services*, 23 January 2008, <<http://aspe.hhs.gov/poverty/08poverty.shtml>>

² "The most highly paid CEOs in the Southeast: Wal-Mart's Lee Scott tops list of highest-paid CEOs in Southeastern US in 2007," *CNN Money*, 27 June 2008, <<http://money.cnn.com/news/newsfeeds/articles/apwire/fd05f69ff3a09613d32ca4cc09c2c05a.htm>>

³ Sylvia A. Allegretto, "Basic family budgets: Working families' incomes often fail to meet living expenses around the U.S.," *Economic Policy Institute*, 1 September 2005

⁴ PBS Newshour, 23 August 2004

⁵ Analysis of Wal-Mart Annual Report 2005

⁶ Arindrajit Dube, Dave Graham-Squire, Ken Jacobs, and Stephanie Luce, "Living Wage Policies and Wal-Mart: How a Higher Wage Standard Would Impact Wal-Mart Workers and Shoppers," *UC Berkeley Center for Labor Research and Education*, December 2007

⁷ "Table B-3. Average hourly and weekly earnings of production and nonsupervisory workers (1) on private nonfarm payrolls by industry sector and selected industry detail," *Bureau of Labor Statistics*, 2 May 2008, <<http://www.bls.gov/news.release/empsit.t16.htm>>

⁸ Information acquired from fact-sheet on Wal-Mart's Massachusetts operations from walmartfacts.com and contract cost information for UFCW Locals 328, 371, 1445, and 1459 master contracts with Stop & Shop

⁹ Information acquired from fact-sheet on Wal-Mart's Missouri operations from walmartfacts.com and contract cost information for UFCW Local 655 master contract with unionized supermarkets.