Making Change at Walmart
Winter 2018 e-newsletter

SANTA ON STRIKE!
BRING BACK HOLIDAY PAY!

#Santaonstrike changewalmart.org

END WALMART'S WAR ON THE HOLIDAYS!

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@ChangeWalmart ChangeWalmart.org MakingChangeWMT
Dear Supporters...

On behalf of the Making Change at Walmart (MCAW) team at United Food and Commercial Workers, we want to express deep appreciation to our locals, community allies, elected officials and members, all of whom continue the work of holding the largest retailer in the world, Walmart, accountable.

Over the past few months, our team has engaged Walmart workers, customers, and reporters all across the country. From Fair Scheduling to Holiday Pay, we continue to expose Walmart's unfair practices, policies, and overall mistreatment of its workers.

One Walmart customer in Chicago definitely understood our message when, after hearing about Walmart's policy of not providing holiday pay, said, "Walmart you should be ashamed of yourself. As much money as you all make, you need to pay double for holiday pay. Y'All need to get better CEOs."

And we agree, Walmart needs to do a lot of things better, especially when it comes to how they treat, pay and respect its workers.

In Pursuit of Justice,

The Making Change at Walmart team.
Changing Walmart, Changing America, Begins with You.

2017 Holiday Campaign
From turkeys to Santas, see how MCAW exposed Walmart's elimination of holiday pay and made national news.

James Goes to DC: the fight for fair scheduling
Follow the journey of James Collins, a Texas Walmart worker who traveled all the way to Washington D.C. to fight for fair scheduling.

Walmart Justice Gets Suspended
Walmart suspends its shoplifter diversion program amid controversy and a court ruling against one of its program operators. What was Walmart's Restorative Justice program doing?

$11/hr & 63 Sam’s Clubs Closing
See how MCAW shifted the national narrative to tell the truth behind Walmart's raises and bonuses announcement.

Meet the Changemakers
Get to know the team that's working to change Walmart!
No Holiday Pay, No Sleigh!

In November, Making Change at Walmart (MCAW) launched a 6 week national campaign to highlight Walmart’s elimination of holiday pay.

The campaign included 20 coordinated grassroots actions across 15 states, 2 national TV ads, and an aggressive social media effort. The campaign made national waves and was featured in USA Today and on Fox Live's Your World with Neil Cavuto.

To see more viral videos from our holiday campaign, click here!
Thank You!

To all the turkeys, Santas, Grinches, and locals that turned out for our holiday campaign actions this year!

UFCW Local 400

UFCW Local 555

UFCW Local 8

UFCW Local 27
PAGERVICE

UFCW Local 99

UFCW Local 700

UFCW Local 75

UFCW Locals 338, 2013, 1500 & RWDSU

UFCW Local 21
Paid Time Off vs. Holiday Pay

Walmart eliminated holiday pay in 2016, replacing it with a policy where workers accrue paid time off. Under this policy, a new part-time Walmart worker must work **43.33 hours** to earn just **one** paid hour off, whereas many union retail workers are paid holiday pay, even if they don’t work, and often are paid a wage premium if they work holiday hours. #TheUnionDifference
James Goes to DC: the fight for fair scheduling

On November 14, Texas Walmart worker James Collins traveled to Washington D.C. to meet with Sen. Elizabeth Warren (D-MA) and Rep. DeLauro (D-CT) in support of their bill, the 2017 Fair Scheduling Act. James shared his personal struggle with fair and consistent scheduling at Walmart at a capitol press conference and lobbied his members of congress to support this bill.

From Walmart to Washington, watch James' Journey:

JAMES GOES TO D.C.

James meets Sen. Warren

James poses with Rep. DeLauro
Walmart Justice SUSPENDED.

Making Change at Walmart is proud to announce that on December 21st Walmart suspended its controversial shoplifter diversion program, Restorative Justice, which used the firms Corrective Education Company (CEC) and Turning Point Justice-- the former of which having been found by a California state court to have violated California's "extortion and coercion" laws.

MCAW has been closely monitoring Walmart's Restorative Justice program for over a year. From exposing the many issues that this program raises, to working with legislators to ban the pre-charge programs Walmart uses, MCAW has never missed a beat when it came to the practices going on inside Walmart stores across America that may have violated shoppers' legal rights.

If you have experience or information on Walmart's 'Restorative Justice' program, we want to hear from you:

changewalmart.org/contact-us
$11/hr AND 63 Sam's Club Stores Closing

On January 11, 2018 Walmart announced that the company is raising its starting pay by a dollar and giving bonuses to certain employees, failing to mention that it’s also closing 63 Sam's Club locations and laying off nearly 10,000 Sam's Club workers because of the closings.

But MCAW was quick to respond. Read how we shifted the narrative to tell the real story:

"The tax changes will save Walmart $2 billion a year, according to estimates from Making Change at Walmart, a campaign run by the United Food and Commercial Workers International Union.

“The fact is that Walmart is not permanently investing the estimated $2 billion it will receive annually from Trump’s tax giveaway to its workers — it is keeping almost all of it,” said Randy Parraz, director of Making Change at Walmart, a campaign run by the United Food and Commercial Workers International Union."

Walmart said it’s giving its employees a raise. And then it closed 63 stores. Washington Post

“While pay raises are usually a good thing, this is nothing but another public relations stunt from Walmart to distract from the reality that they are laying off thousands of workers and the ones who remain will continue to receive low wages,” said activist Randy Parraz, director of Making Change at Walmart, a United Food and Commercial Workers Union (UFCW) affiliate.

Walmart hikes minimum wage, announces layoffs in same day, Reuters

"Making Change at Walmart, a campaign backed by the United Food and Commercial Workers International Union, estimates that 150 to 160 people work at each Sam’s Club store, meaning the closures could affect about 10,000 people."

Walmart boosts starting pay, closing dozens of Sam's Clubs, Associated Press
Labor advocates urge Walmart to raise wages for holiday shifts, The Mercury News, 11/20/17

UFCW Launches Campaign Urging Walmart To 'Bring Back Holiday Pay', Patch.com, 11/20/17

Workers at Tempe Walmart protested Monday morning for holiday pay, MSN.com, 11/21/17

Walmart Gets Pushback on ‘No Holiday Pay’ Policy, WGN Chicago, 11/21/17

New Campaign to Stop Walmart’s War on the Holidays Comes to Arlington, The Forney Post, 11/17/17

Pro-union group slams Walmart for being open on Thanksgiving, Fox Live Your World with Neil Cavuto, 11/24/17

Labor groups protest Walmart’s holiday-pay policy in Phoenix, Arizona Republic, 12/8/17

Santas Demand Holiday Pay at Walmart, Whas11 Louisville, 12/8/17

Employees Dressed as Santa Protest Dallas Walmart for Holiday Pay, KDAF-CW Dallas, 12/12/17

Group rallies against Walmart on Bentonville Square, 40/29 KHBS Bentonville, 12/13/17

Bothell Gets a Big Park, Cops Muck Up a Prostitution Bust, and Santas Take on Walmart, Seattle Weekly, 11/20/17

Santas on strike! Protesters say Walmart is a Grinch, USA Today, 12/18/17

Group holds ‘Santa-on-strike’ demonstration at Walmart in Florence, protesting holiday pay policy, Northern Kentucky Tribune, 12/20/17
Meet the Changemakers

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Clockwise from top left: Jenny Divish, Amy Ritter, Anahi Tapia, Karen Rodriguez, Mike Baker, Terry Dunn

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