

OURWalmart



Organization United for Respect at Walmart

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ForRespect.org

October 27, 2011

An Open Letter to Mike Duke, CEO, Wal-Mart Stores, Inc.

Mr. Duke,

Two weeks ago, associates from across the country who are members of the Organization United for Respect at Walmart (OUR Walmart) came to Home Office in Bentonville, Arkansas to talk with you about making Walmart a better place for associates and customers. As an Organization of, by, and for current and former Walmart Associates, is committed to making Walmart the best company it can be for customers and Associates alike. But, unfortunately, Walmart Associates don't always get the respect we have earned.

Though you refused to meet with us in Bentonville, you told investors and Wall Street analysts that Walmart was placing a renewed focus on front-line associates.

Then Walmart announced major associate health care cost increases and reduced benefits.

As Walmart Associates, we are stretched to our limits. Although we've always made low wages, over the last year we have lost profit sharing and Sunday premium pay. Many of us don't get enough hours and lack predictable, dependable schedules. Now with these health care cuts we are no longer going to be able to get by. This is the breaking point for us.

We call on Walmart to pay the increased health care costs and restore our benefits, to give us predictable schedules and the opportunity to work full-time, and to provide wages that we can take care of our family on.

We work tirelessly to provide the best service we can to our customers. We are the backbone of our stores and the company. And as the largest private employer in this country, with billions of dollars in profits each year, we know Walmart can do better.

Sincerely,

Venanzi Luna, 2886 Pico Rivera, CA
Girshriela Green, 2960 Baldwin Hills, CA
Toby Gamble and Maggie Van Ness, 1563 Lancaster, CA
Wessa Milien, 3625 Ft Lauderdale, FL
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OUR Walmart members representing associates in over 30 states and hundreds of stores across the country.

