

## So You Can Make it Happen!

### Wal-Mart ignored recommendations to stop discrimination

- Dukes v. Wal-Mart, recently certified as the largest class action lawsuit in U. S. history, includes two million women who were systematically denied promotions and paid less than men.
- In 2005, Wal-Mart agreed to pay \$11 million dollars in settlement fees after a federal investigation known as Operation Rollback found that the company used undocumented immigrants to clean its stores. Investigators found that the immigrants often worked off the clock without over time pay or injury compensation.

### Victory Continues

- Wal-Mart announced they will stock and fill emergency contraceptives and OTC prescriptions. Let's make sure they do!
- Wal-Mart closes stores in Germany and South Korea.
- If Wal-Mart makes good on its promises to use 100% renewable energy and produce zero waste through its supply chain - we all win.

Sources:

Walmartclass.com

Gold, Russell. Wall Street Journal "Papers

Suggest Wal-Mart knew of Illegal Workers."

## Join Us NOW!

You can help make equality a reality for women and girls in the United States and around the world. Join NOW at [www.now.org](http://www.now.org) or fill out the form below.

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Check all that apply:

- Regular Dues. \$35 covers national, state and local dues; \$40 for residents of AZ, CA, CT, IL, IN, MI, MO and NY.
- Reduced Dues. Sliding scale available from \$15-\$34. Amount enclosed: \$\_\_\_\_\_
- I want to make an additional contribution to NOW's work for equality and justice. Donation enclosed: \$\_\_\_\_\_
- Please send me information about affiliating with or starting a local NOW chapter.
- Please sign me up for NOW's e-mail alerts and updates. My e-mail address is above.

**Mail this form** with your check payable to NOW to 1100 H Street NW, 3rd Floor, Washington, DC 20005. **To join by credit card**, call 202-628-8669 or fax this form with your VISA/MC/AMEX information and signature to 202-785-8576.

## We will not rest until workplace discrimination ends



**Grassroots activism and the courage of the women of Wal-Mart resulted in the largest class action lawsuit for gender discrimination in U.S. history.**

**Two million strong, former and current employees are speaking out and fighting back!**

**Don't Stop NOW!**

## Freedom from Discrimination

### Wal-Mart continues to pay women less than men for the same job

- For the same job classification, women earned from 5 to 15 percent less than men, even after taking into account factors such as seniority and performance.
- Sixty-five percent of Wal-Mart's hourly employees are women and in 2001, women hourly workers earned, on average, \$1,100 less per year than men. Female managers were paid approximately \$14,500 less than men.
- In all 41 Wal-Mart "regions" there are ZERO regions where women earn more on average than men.
- Thirty-four percent of in-store managerial workforce at Wal-Mart are women compared to 56% at comparison stores.

Women  
friendly  
workplace  
campaign

Sources:

Drogran, Richard. "Statistical Analysis of Gender Patterns in Wal-Mart Workforce". February 2003.

Wal-Mart Watch. "Betty v. Goliath: A History of Dukes v. Wal-Mart" November 2006.

Betty Dukes, et. al. v. Wal-Mart, U.S. District Court for the Northern District of California, No. C 01-02252 MJJ.

## . . . Nothing Less Will Do

### Wal-Mart promotes women less than men

- 92 percent of Wal-Mart's cashiers are women, but women make up only 14 percent of Wal-Mart's store managers.
- Wal-Mart employs fewer women in management today than its current competitors did in 1975. Only 33 percent of managers at Wal-Mart are women compared to 56 percent of management positions at its competitors.
- In 2001, the average time from date of hire until first being promoted in an Assistant Manager job was 4.38 years for women, but only 2.86 years for men. It also took women 10.12 years on the average to reach a Store Manager position, but it took men only 8.64 years.
- Women generally have more time in at Wal-Mart (lower turnover) but the time to promotion is longer than for men with less time on the job.
- According to reports based on an analysis of Wal-Mart data, women have higher performance ratings in hourly jobs than men.

**At Wal-Mart, women can work harder, stay longer, perform better, AND get promoted less than men!**

*"First they ignore you. Then they laugh at you. Then they fight you. Then you win."*

—Gandhi

## Organize Events & Actions

**Plan** protests to raise your voice against workplace discrimination.

**Organize** local "Without Judgement" actions to ensure that Wal-Mart is dispensing emergency contraceptives and birth control pills. Create a community resource information flier letting women know where they can receive e.c. hassle-free.

**Create** a Thanksgiving dinner shopping "Don't Be a Turkey" list encouraging those who can to shop at locally-owned markets and to buy local produce where possible.

**Promote** local holiday craft fairs and encourage holiday shoppers who can to select local artisan's works and to purchase gifts at locally-owned shops.

**Wear** your *Wal-Mart Always Discriminates* pin adorned with festive holiday trim to draw attention to the ongoing workplace discrimination.

**Shop Less! Create More! Produce More!**