

Wal-Mart Member Education Kit

May 2005

CEA Position Statement

Employees have the right to organize for a voice in their workplace and to collectively bargain for fair wages and benefits. This is a core value of our Association and a fundamental human right.

Wal-Mart has a well-documented policy of discouraging employees from exercising this right and of refusing to bargain when employees nevertheless choose to organize.

We believe that Wal-Mart must respect its employees' right to unionize and bargain, and therefore cease its opposition to unionization and its interference with employees' First Amendment guarantee of free association and their right to speak for and represent themselves.

Wal-Mart family members continue to use proceeds from their stock holdings in the world's largest retailer to build the Walton Family Foundation, which funds policy and political groups and activities. The foundation and Wal-Mart heir John Walton direct millions of dollars to anti-labor groups and anti-public education initiatives including vouchers.

We believe it is critical to expose and denounce groups and individuals, such as The Walton Family Foundation and John Walton, which are instrumental in the nationally-networked movement to privatize public education for their own financial gain.

To this end and as part of CEA's Too Extreme for Colorado Project, we encourage CEA local affiliates to implement community level activities which expose Wal-Mart's refusal to recognize their employees' right to unionize and the Walton family's anti-public education activities.

We want CEA-NEA Families to shop in stores that employ union members. We recognize that this may not be possible in some communities where there are no stores that compete with Wal-Mart for shoppers. We recognize that the economic circumstances created by Wal-Mart, especially in rural Colorado, have resulted in some of our members accepting employment with Wal-Mart. We respect our members' judgment in approaching these issues.

When CEA-NEA Families shop in Wal-Mart, we ask that our members do three things:

- Tell Wal-Mart workers that you are a union member and that you support all workers in their right to have a collective voice in the workplace and support the rights of all workers to unionize and bargain for fair wages and benefits.
- Tell Wal-Mart management that, as a Wal-Mart customer, you do not approve of the company's anti-union rhetoric and the pressure and fear tactics the company uses on its employees.
- Tell Wal-Mart management that you and your fellow members will monitor this specific store's actions and hold this management accountable if it pressures, intimidates, or fires workers for their union activities.