

Walmart Illegally Retaliated Against Workers, NLRB Finds



The NLRB issued the largest complaint ever against Walmart for breaking federal labor law by violating workers' rights by allegedly illegally firing and disciplining nearly 70 workers.

Last week, the National Labor Relations Board (NLRB) issued the largest complaint ever against Walmart for breaking federal labor law by violating workers' rights. The complaint alleges that Walmart illegally fired and disciplined nearly 70 workers, including those who went on strike last June to speak out for better jobs.

The NLRB asserts illegal activities in 14 states at 34 stores and shows that Walmart executives conceived and oversaw the implementation of an unlawful retaliation policy for store managers to execute. The complaint—the largest ever against Walmart in both size and scale—names 63 individual store managers and Vice President of Communication David Tovar.

Current and former Walmart workers who are members of OUR Walmart have called on the retail giant to stop its practice of retaliating against workers who speak out for positive change, and to publicly commit to increasing access to full-time work and raising wages to at least \$25,000 per year. While the majority of Walmart associates are paid less than \$25,000 a year, Walmart makes \$17 billion in annual profits and the Waltons—the richest family in the country—has a combined wealth of \$144.7 billion.

“Walmart thinks it can scare us with attacks to keep us from having a real conversation about the poverty wages we’re paid,” said Barbara Collins, a fired Walmart worker from Placerville, Calif., who is one of the workers named in the complaint. “But too much is at stake—the strength of our economy and the security of our families—to stay silent about why

Walmart needs to improve jobs. Now the federal government is confirming what we already know: we have the right to speak out, and Walmart fired me and my co-workers illegally. With a new CEO taking over in a few weeks, we hope that Walmart will take a new direction in listening to associates and the country in the growing calls to improve jobs.”

The NLRB complaint will go before an administrative law judge. If Walmart is found liable, workers could be awarded back pay, reinstatement and the reversal of disciplinary actions through the decision; and Walmart could be required to inform and educate all employees of their legally protected rights. While historic, the complaint alone is not enough to stop the retail giant from violating the law. Since the start of the year, Walmart has continued to retaliate against workers who speak out for better jobs.

Members of OUR Walmart have launched a petition to meet with President Obama regarding their effort to improve working conditions at Walmart. To sign the petition or to sponsor a fired worker, visit <http://blackfridayprotests.org/>. **OP**

UFCW Local 1428 Hosts Ground Breaking Local Union Women's Conference



Over 100 local union members attended a Local Union Women's Conference hosted by UFCW Local 1428.

On January 14, UFCW Local 1428 held a ground breaking Local Union Women's Conference. About 100 local union members and community partners came together to inspire women to become active in their union and take on leadership roles both in the workplace and in their union.



Participants heard from peers about how and why they participate with their union from political actions to the OUR Walmart campaign. The conference also featured a member panel on the many mentoring opportunities available, including at the store level, member to member, and union representative to member.

Featured speakers included Lola Smallwood from the UCLA Labor Center. She talked about the importance of community involvement and getting good contracts, as well as support from local elected officials. UFCW International Vice President Esther Lopez gave the closing remarks for the conference. **OP**

UFCW Launches GOLD Internship Program

UFCW is now accepting applications for its GOLD Internship Program.

The UFCW GOLD Internship Program will invite 40 members from the United States to participate in a five week summer internship. The objective of the internship program is to develop future leaders and union activists. Ideally, participants will become great assets within local unions.

All 40 participants will be committed to a one week education and training assignment. Depending upon the results of this assignment, participants will then be given a four week project within one of five areas: Legislative and Political Action, Organizing, Collective Bargaining, Civil Rights, and Health and Safety.

The GOLD internship program will be substantive and interns will be given roles on critical UFCW projects. Participants will be paid throughout the internship, and housing and travel costs will also be provided. Are you or someone you know interested in being a GOLD intern?

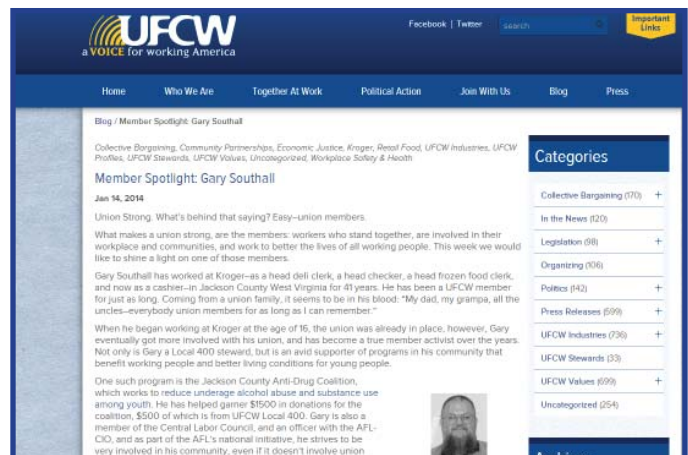
- Must apply online by April 1, 2014
- Rank and file members only
- 40 interns will be accepted in the first year
- All members are committed to the one week education (Phase I) portion of the program. Depending on evaluation,

each member could then be invited to participate in a four week (Phase II) action project.

- Local President and Region Director approval is required
- A short essay is required

For more information, visit www.goldufcw.org. **OP**

UFCW Members Can Share Their Worker and Advocacy Profiles on the UFCW Website



UFCW members who are active in their community and work to educate and promote union values can submit their personal worker stories and profiles to be featured on the UFCW website as part of the "Member Spotlight" series. Members can visit <http://www.ufcw.org/resources/members/share-your-story/> to submit their information to be possibly featured on the UFCW blog.

A sample profile of UFCW Local 400 member Gary Southall can be found at <http://bit.ly/1fcc4Et>. **OP**