

COLLECT BARGAIN/CONTRACT ADMIN

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Final Paper Presentation

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Walmart 

**And Their Battle to
Avoid Unions**

Sam Walton opened
the first Walmart store
in Rogers, Arkansas on
July 02, 1962



By 1967, the Walton family owned 24 stores, and reported sales up \$12.7 millions



By 1969 The company
officially incorporated
as Wal-Mart Stores,
Inc.



In 1970, Walmart started to be national and became a publicly traded company. Its first stock was sold at \$16.50 per share



The first Sam's Club
opened in Midwest
City, Oklahoma,
in 1983.



Their first Supercenter was opened in Washington, Missouri, in 1988.



By 1990s, Walmart became the number 1 retailer in USA, they also opened their 1st Sam's Club in Mexico.



By 2000, Walmart.com was founded, offering their customers the option to shop online.



By 2010, they were in India, and in 2011 and 2012 in South Africa.



Sam's Club Scan & Go
Luring More Digitally
Savvy Millennial
Members



Walmart's Training Academy was founded in 2016, located in South Carolina.



The company changed its legal name in 2018



WAL-MART STORES, INC.

The 1st Walmart Health Center was opened in 2019



“Our Walmart” The
Food and Commercial
Workers (UFCW),
2010



Walmart store in Pico
Rivera, California,
2012



Walmart's home office
in Bentonville,
Arkansas, in 2012



Walmart store in
Miami, FL, 2013





Methods used to avoid unions

- Reducing or closing whole departments of their store that are making pro-union campaigns
- Laying off or disciplining workers for protesting or demanding higher wages through strikes
- Requiring new employees to watch a video that ridicules unions.



Methods used to avoid unions

- Suggesting to their employees that they are better off without labor organization because the company pays wages and fringe benefits which equal or exceed those prevailing for similar work in the communities
- Also encouraging their managers to feel proud of not allowing unions to interrupt their business.



Methods used to avoid unions

- Training their supervisors to fire any employee who is promoting unions in their store.



Benefits and Perks Offered to Walmart's Employees

- Partnerships with centers of excellence for quality care
- Virtual doctor visits with no co-pay
- No-cost counseling sessions
- 16 weeks of paid time off for new birth moms
- College for just a dollar a day
- 401(k) plan with a 6% match



Benefits and Perks Offered to Walmart's Employees

- \$ 9 gym membership
- 10% discount in Walmart stores
- A company match for stock purchases



Walmart around the world allows employees to join labor unions

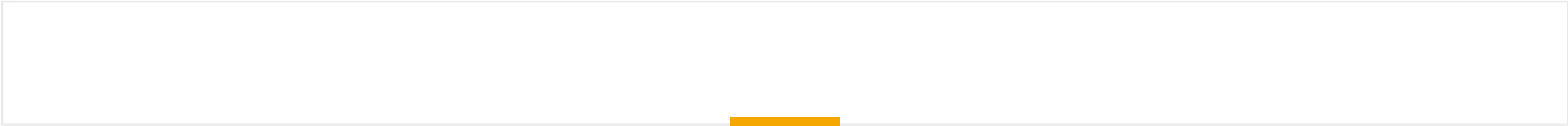
- South Africa
- China
- Mexico
- England
- Argentina
- The United Kingdom
- Canada

Lawsuits against Walmart by their employees

- In 2014, Walmart paid \$ 363,419 to Jamie Wells for sexual harassment, in Cleveland
- In 2015, Walmart paid 150,000 for discriminating David Moorman, based on age and disability

Walmart mobile hunger truck





*Thank
you*

