



Office of the City Clerk



R2012-643

Office of the City Clerk

City Council Document Tracking Sheet

Meeting Date:

6/27/2012

Sponsor(s):

Foulkes, Toni (15)
Moreno, Proco Joe (1)
Fioretti, Bob (2)
Dowell, Pat (3)
Pope, John (10)
Quinn, Marty (13)
Burke, Edward M. (14)
Thompson, Joann (16)
Lane, Lona (18)
O'Shea, Matthew J. (19)
Cochran, Willie (20)
Munoz, Ricardo (22)
Chandler, Michael D. (24)
Maldonado, Roberto (26)
Burnett, Walter (27)
Ervin, Jason C. (28)
Reboyas, Ariel (30)
Sposato, Nicholas (36)
Cullerton, Timothy M. (38)
Laurino, Margaret (39)
Smith, Michele (43)
Arena, John (45)
Cappleman, James (46)
Pawar, Ameya (47)
Osterman, Harry (48)
Moore, Joseph (49)
Silverstein, Debra L. (50)

Type:

Resolution

Title:

Expression of support for Organization United for Respect at Walmart and call for Walmart to reevaluate current employee policies and benefits

Committee(s) Assignment:

Committee on Workforce Development and Audit

Chicago, September 12, 2012

To the President and Members of the City Council:

Your Committee on Committees, Rules and Ethics, having under consideration a Resolution introduced by Alderman Toni Foulkes and others (which was introduced on June 27, 2012)” and

begs leave to recommend that Your Honorable Body *re-refer* to the Committee on Workforce and Development and Audit the Resolution which is transmitted herewith.

This recommendation was concurred in by a viva voce vote of the members of the committee on September 11, 2012.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Richard Mell". The signature is written in a cursive, flowing style.

Alderman Richard F. Mell
Chairman,
Committee on Committees, Rules and Ethics

A RESOLUTION

WHEREAS, Walmart, as the nation's largest private employer with 1.4 million employees nationwide and 50,000 throughout the State of Illinois, sets the bar for the retail industry; and

WHEREAS, The Organization United for Respect at Walmart (OUR Walmart) is an organization made up entirely of current and former hourly Walmart associates who have presented a Declaration of Respect to Walmart executive management; and

WHEREAS, OUR Walmart asks Walmart to recognize the right to freedom of association and freedom of speech without obstructing associates' desire to organize; and

WHEREAS, Walmart made promises to the people of Chicago to hire locally, open a hiring center, and pay wages competitive with union-represented stores; provide full and part-time associates affordable healthcare; and ensure employees are provided health and safety training specific to the retail industry; and

WHEREAS, Chicago Walmart associates have experienced unreliable, limited scheduling and unaffordable health insurance through Walmart; and

WHEREAS, Walmart Associates in Chicago have expressed a need for benefits associated with a union contract like a grievance procedure, guaranteed wages, guaranteed minimum hours, and benefits of seniority; and

WHEREAS, at least one Chicago Walmart store relies significantly on temp labor agencies instead of hiring permanent positions for the company; and

WHEREAS, OUR Walmart asks Walmart, the nation's largest retail employer, to reconsider eliminating health care coverage for part-time workers with less than 24 hours; limiting family coverage for employees who average between 24-33 hours; and raising premiums by more than 40% for many full-time staff as announced in October 2011; and

WHEREAS, community supporters have demanded that Walmart work to reverse the firing of 65 warehouse workers from a warehouse that supplies Walmart stores. These workers were not paid accordingly and sued to recover stolen wages; and

WHEREAS, OUR Walmart members from across the country traveled to Bentonville, Arkansas to deliver a letter to Walmart Chief Executive Officer Mike Duke and members of the Executive Board asking to discuss the Declaration of Respect and work together to make employee policies accessible and provide hard copies to all associates. Instead, the company deployed security and police to demand that associates leave Walmart property or face arrest; and

WHEREAS, OUR Walmart believes that adopting the Declaration of Respect will make Walmart a better company for associates, customers and the communities in which it operates.

THEREFORE, BE IT RESOLVED by the Chicago City Council, that the City supports the Organization United for Respect at Walmart (OUR Walmart) and be it further resolved that the Chicago City Council calls on Walmart's owners and management to constructively work with members of OUR Walmart to fix its "Open Door" policy; reconsider the changes to health care coverage; commit to permanent hires and adhere to reliable scheduling for associates as detailed in the Declaration for Respect.

Toni Foulkes

Ald. Toni Foulkes, 15th Ward

Marty Quinn 13th Ward

John A. Pope 10th

[Signature]

[Signature] 30

Samuel McClellan 38

Dr. Murre 31

Tom Lane 18th

[Signature] 48

Debra Thompson 16th

Michael D. Cook 24

[Signature] 2nd

Nicholas Lopez 36th

[Signature] 22

[Signature] 45

Joseph A. Moran 49

[Signature] 30

Tracy Taylor 47

James Appleman 44

Manoj. D. J. (19)

[Signature]

Manoj D. 39

[Signature]

[Signature]

[Signature] 26

727th

Much Love

Pat Dowell, 3rd