

September 08, 2014

Barbara Simone
Senior Human Resources Program Manager
Wal-Mart Stores, Inc.
702 Southwest 8th Street
Bentonville, AR 72716
Fax (479) 277-1830

Dear Ms. Simone:

I am writing about Walmart's changes to its dress code policy.

I have been working at Walmart for almost three years. I take pride in my work, and I am always dressed professionally.

The truth is that I can't afford to spend more money on clothes to wear to work, and most of my co-workers are in the same position. I want to work more hours and for fair pay, but like most Walmart associates, I am paid less than \$25,000 a year for my work as an overnight stocker. I go through clothes quickly because of the heavy lifting of dirty boxes and tears created from sharp shelves.

I researched some options online, and it looks like the cost of three uniforms from Faded Glory would be about \$50. I'm not sure if these clothes are made in America.

I'm getting paid only about \$800-900 a month. The sad truth is that I do not have \$50 laying around the house to spend on new uniform clothes just because Walmart suddenly decided to change its policy. If I have to go out of pocket for these new clothes, I'm going to have to choose which bill to skip. I'll either be short on rent or have to cancel my phone or my car insurance for the month. I drive my co-worker to work regularly, so I don't know how we'll get to our shifts if I have to let go of my insurance.

I am also concerned because I have learned that Faded Glory brand clothing was found among the ruins of the Tazreen factory after a fire claimed the lives of a 112 Bangladeshi workers in 2012. I can't help but wonder if the Faded Glory uniform items are made in America or if they are manufactured by overseas contractors who subject their employees to brutal and unsafe working conditions.

With \$16 billion in profits, Walmart – not associates – should be paying for uniforms if you want these kind of changes to the dress code.



P.O. Box 66536, Washington, DC 20036
1-888-95-RESPECT (1-888-957-3773)
ForRespect.org

We are writing to ask Walmart to:

- Pay for the cost of any new uniforms for associates;
- Buy American-made uniforms.

I understand that same store sales are down, but requiring associates to pay for uniforms with money we don't have is not the answer to solve this problem.

Walmart associates like me need more, consistent hours and better pay. And we need the company to pay for new uniforms if you want to make this change to the dress code.

Thank you for your prompt response,

A handwritten signature in black ink that reads "Richard Reynoso". The signature is written in a cursive, slightly slanted style.

Richard Reynoso
Store # 2401
Duarte, California