

WALMART MONETARY SETTLEMENTS Presented to Ravalli County Commissioners 10/8/14 by Terry Marasco. This is not an exhaustive list but I believe gives you an idea of what type of neighbor a Walmart would be. And it appears that Walmart drives to wear opposing party down financially till they give up. There are many articles well beyond what is noted here.

1. Wal-Mart to Pay \$363,419 to Settle EEOC Sexual Harassment and Retaliation Suit

***Intellectually Disabled Employee at Retail Giant's Akron Store Was Sexually Harassed and Then Fired for Complaining. Federal Agency Charged***

CLEVELAND - Wal-Mart Stores East, L.P., part of the nation's largest retail chain, has agreed to pay \$363,419 and commit to significant injunctive relief to settle a sexual harassment and retaliation lawsuit brought by the U.S. Equal Employment Opportunity Commission (EEOC), the agency announced today.

2. Wal-Mart's legal policy flows from the corporate culture instilled by Walton, who died nine years ago. Upon being sued, recalls Robert Rhoads, head of Wal-Mart's 40-lawyer legal department, "Mr. Sam's first question always was, 'What did we do wrong?'"

If Wal-Mart was at fault, Rhoads says, Walton's instructions were simple: Admit it and settle the claim. If not, take 'em to court.

In practice, critics say, Wal-Mart rarely concludes that it is at fault.

Like its marketing plan, Wal-Mart's legal strategy is value-oriented. The company often saves money by using outside lawyers who usually are paid a flat fee of about \$2,500 to \$10,500 a case. The company routinely files motions to have cases shifted to federal courts, where judges do not need to run for re-election. Protective orders keep key company papers private. If it has to pay a settlement, Wal-Mart keeps the amount secret through a confidentiality pact.

3. **Walmart Lawsuit: *Barnett v. Wal-Mart* Employment Discrimination Lawsuit**

The Court approved in July 2009 to a settlement valued at up to \$35 million on behalf of workers in Washington State who alleged they were deprived of meal and rest breaks and forced to work off-the-clock at Wal-Mart stores and Sam's Clubs.

Ravalli County Commissioners

OCT 08 2014

RECEIVED

4. JACKSONVILLE — A local attorney has won a \$1 million judgment in a slip-and-fall case against Wal-Mart Stores Inc. Law experts say the case is unusual in that the plaintiff beat the retailing giant in court, and for the size of the jury award.
5. A civil lawsuit was filed against Walmart in April, 2013 and concerns the network of retail stores Walmart owns in Mexico and Central America. The suit alleges Walmart was involved in a bribery scheme, and in that connection violated federal securities laws by issuing materially false and misleading statements regarding its business practices. The result, as alleged, is that Walmart de Mexico stock prices traded at artificially inflated prices.

The legal onslaught is staggering. Last month, the Department of Labor announced that Walmart agreed to pay \$4.83 million to employees for back wages and damages for illegally denied overtime. More than 4,000 vision center managers and asset protection coordinators will receive money from the settlement.

Legal entanglement for Walmart has not been limited to civil matters. It is no stranger to allegations of criminal behavior, having paid staggering amounts of money in criminal fines.

6. (Reuters) - Wal-Mart Stores Inc agreed to pay as much as \$86 million to settle a class-action lawsuit accusing it of failing to pay vacation, overtime and other wages to thousands of former workers in California.

About 232,000 people will share in the settlement, which was disclosed on Tuesday in a federal court filing.

It requires a minimum payout of \$43 million, and "far exceeds other recent settlements" involving Wal-Mart, the filing shows. The accord requires court approval.

Wal-Mart spokesman Greg Rossiter declined to comment.

The world's largest retailer was accused in the original 2006 complaint of failing to pay a variety of wages to former workers as required under California law.

7. On May 1, the DOL announced that Wal-Mart agreed to pay \$5.29 million to resolve overtime violations affecting current and former vision center managers and asset protection coordinators who were misclassified as exempt. This amount includes \$4,673,837 in overtime owed from June 2004

- March 2007 and \$463,816 in civil monetary damages. Despite Wal-Mart correcting the classification error in 2007, the DOL said it assessed civil monetary damages because of Wal-Mart's repeated violations of various wage and hour laws. Over the last couple of years, Wal-Mart had agreed to pay hundreds of millions of dollars to resolve numerous wage and hour suits. The DOL wanted to put Wal-Mart and other employers on notice that they cannot avoid their obligations by improperly classifying workers as exempt.

**8. US Department of Labor recovers \$4.83 million in back wages, damages for more than 4,500 Wal-Mart workers**

***Misapplied exemption resulted in pay violations; nearly \$464,000 assessed in penalties***

**WASHINGTON** — Wal-Mart Stores Inc., headquartered in Bentonville, Ark., has agreed to pay \$4,828,442 in back wages and damages to more than 4,500 employees nationwide following an investigation by the U.S. Department of Labor's Wage and Hour Division that found violations of the federal Fair Labor Standards Act's overtime provisions. Additionally, Wal-Mart will pay \$463,815 in civil money penalties.

**9. Wal-Mart Pleads Guilty to Federal Environmental Crimes and Civil Violations. Will Pay More Than \$81 Million for improper handling of hazardous wastes and pesticides**

**WASHINGTON** – Wal-Mart Stores Inc. pleaded guilty today in cases filed by federal prosecutors in Los Angeles and San Francisco to six counts of violating the Clean Water Act by illegally handling and disposing of hazardous materials at its retail stores across the United States. The Bentonville, Ark.-based company also pleaded guilty today in Kansas City, Mo., to violating the Federal Insecticide, Fungicide and Rodenticide Act (FIFRA) by failing to properly handle pesticides that had been returned by customers at its stores across the country.