



Wal-Mart and Health Care

Wal-Mart's health care plan fails to cover nearly 700,000 employees

- Wal-Mart reports that its health insurance covers only 50.2% of their employees. Wal-Mart has nearly 1.4 million US employees.¹

Wal-Mart's health care plan is too costly

- If an average full-time Wal-Mart employee chooses the least expensive family coverage plan, they would have to spend over 20% of their income before the health insurance provided any reimbursement.¹
- An average full time Wal-Mart Associate faces a serious family health issue. They have to pay the entire out-of-pocket maximum for the least expensive health plan, which adds up to pay 53% of their income.¹

Wal-Mart's health insurance falls far short of the industry average

- On average, large firms (1,000 or more workers) insure 65% of their employees. If Wal-Mart was to minimally reach the average coverage rate, Wal-Mart would cover an additional 210,000 workers.²

Wal-Mart forces employees to rely on public assistance to cover health care costs

- In 21 of 23 states where data is available, Wal-Mart forces more employees to rely on taxpayer-funded health care than any other employer.³

Wal-Mart admits public assistance is a "better value"

- Despite over \$12 billion in profits, President and CEO Lee Scott admits, "In some of our states, the public program may actually be a better value - with relatively high income limits to qualify, and low premiums".⁴

What you can do

1. Sign-Up

Join our exciting movement to change Wal-Mart:

www.wakeupwalmart.com

2. Adopt-A-Store

Become a local volunteer and help us build a local community group at every Wal-Mart store in America. Community groups meet once per month to take action to educate others about Wal-Mart's negative impact on our communities.

3. Tell Others

Call your friends and family and let them know why Wal-Mart needs to change and ask them to sign up.

¹ UFCW analysis of Wal-Mart health plan, March 2008

² Paul Fronstin, "Sources of Health Insurance and Characteristics of the Uninsured: Analysis of the March 2007 Current Population Survey," *Employee Benefit Research Institute*, October 2007
EBRI Issue Brief October 2007

³ "Disclosures of Employers Whose Workers and Their Dependents are Using State Health Insurance Programs," *Good Jobs First*, June 26, 2007

⁴ Transcript Lee Scott Speech, 4 May 2005