

WORKIT

# WEEK *ONE*

INTRODUCTIONS

# INTRODUCTIONS

## Overview:

Week One's content will include lots of memes, icebreaker questions and polls, and an introduction to the group. The goal of Week One is to have online participants share something with the group.



# INTRODUCTIONS



Welcome everyone! We're all here because we want to make our stores healthier, more supportive, and more fair places. We all want to be respected at work. That's why we built this app, with and for Walmart associates. **And we want to make it very clear that this is a safe space – this app isn't affiliated with Walmart.**

For the next 2 months, we will be sharing what is going on in our stores, supporting each other with any issues we are facing, and building a plan to make our concerns and ideas heard. We'll have weekly 'challenges' – small activities that get us towards these goals. From me, the moderator of the group, you can expect about two posts a day that will help us get to know each other and work together. You can also expect that I will respond to any comments or DMs in 24 hours on weekdays.

We want this to be a space for building community and respect at work. We're hoping you'll participate for at least these 2 months, but you can always stay longer as well!



# INTRODUCTIONS

**The users were assigned to a group with a moderator, who introduced themselves. Example moderator introductions are below. All moderator posts are identified with quote marks.**

"Welcome, everyone! I am [Moderator name]! I'm the moderator in this group and I am super excited to have you here! A little bit about me... I am an organizer with United for Respect, a national non-profit organization made up of former and current retail workers working together to create a better workplace through organizing. I am a former eight-year Walmart associate and became a member of United for Respect in 2015. I left Walmart in October 2019 to work at United for Respect.

Like the last post mentioned, we will have weekly challenge activities to help us get to know each other & begin building better stores. And that includes this week, where our challenge is to introduce ourselves!"

"Welcome everyone, my name is [Moderator name] & I'm so excited to be introducing myself! Let me share a little bit about myself and why I'm here today. I'm a former Walmart associate, and I've worked at 4 different stores across the state in several positions.

In 2013, I became a member of an organization called United for Respect, where I joined over 100 other current & former Walmart associates who wanted to make their workplaces a better place to work. Now I work at United for Respect, providing support to associates like yourself. I use they/them pronouns. If this is new or confusing to you, please DM me to talk about it.

Like the last post mentioned, we will have weekly challenge activities, and that includes this week! We have 8 weeks together, and it would be a shame if I didn't get the opportunity to get to know you all a little better! This week's challenge is to introduce yourself!"

## INTRODUCTIONS

Each week featured a challenge post, which encouraged participants to be more involved in building the online community by completing a task, sharing a fact, etc.


### CHALLENGE POST 1:

“Introduce yourself! Tell us your name, preferred pronouns, what position you work in, and how long you’ve worked at Walmart. If you feel comfortable, tell us what part of the country you’re in, and why you wanted to join this group. And then for some fun... tell us what your favorite summer activity is, and any other fun facts about yourself you wanna share!”




# INTRODUCTIONS

“Although we are going to be trying our best to support one another in this space, there are some things we might not be able or qualified to help each other with, especially in moments of crisis. For that reason, we have some resources that refer you to local services in your area. These will always be available in the Resource feature, which you can find in the navigation bar at the bottom of your screen.”



**We're here to support you  
... but we're not always  
the most qualified**

**here are some resources  
you can lean on if you're  
experincing a crisis ➡**



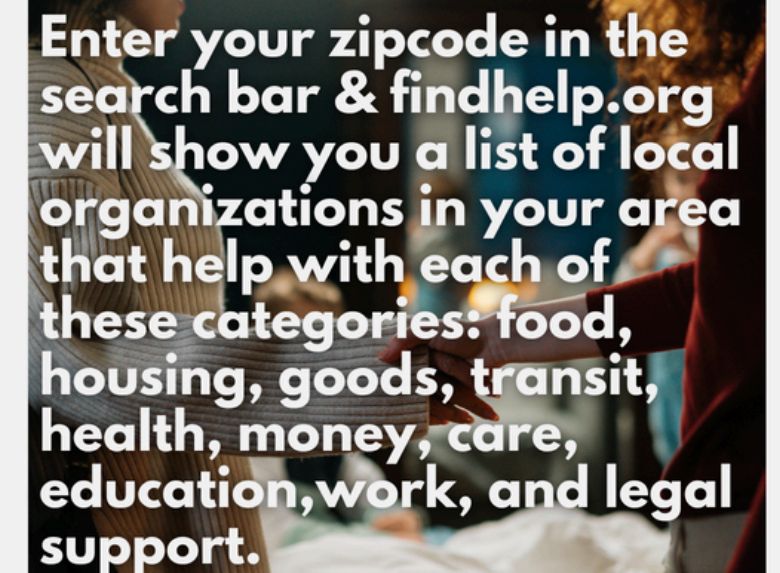
**If you're experincing a  
mental health crisis the  
national hotline will  
connect you with a  
counselor:**

**Call 988**



**For support with many  
other needs including food  
or housing insecurity,  
healthcare, legal aid...  
go to:**

**findhelp.org**



**Enter your zipcode in the  
search bar & findhelp.org  
will show you a list of local  
organizations in your area  
that help with each of  
these categories: food,  
housing, goods, transit,  
health, money, care,  
education, work, and legal  
support.**



# INTRODUCTIONS

## DAY 1, POST 2

"What is your favorite work task? Least favorite work task?"

Type here

## DAY 2, POST 1

Night shift or day shift?

Night Shift

Day Shift

● Loading...



## DAY 2, POST 2

"Tell us the story of your weirdest shift at Walmart."

Type here

# INTRODUCTIONS

## DAY 3, POST 1

If you set a goal, how likely do you think you are to achieve it?

I will definitely accomplish my goal

I feel confident but not certain

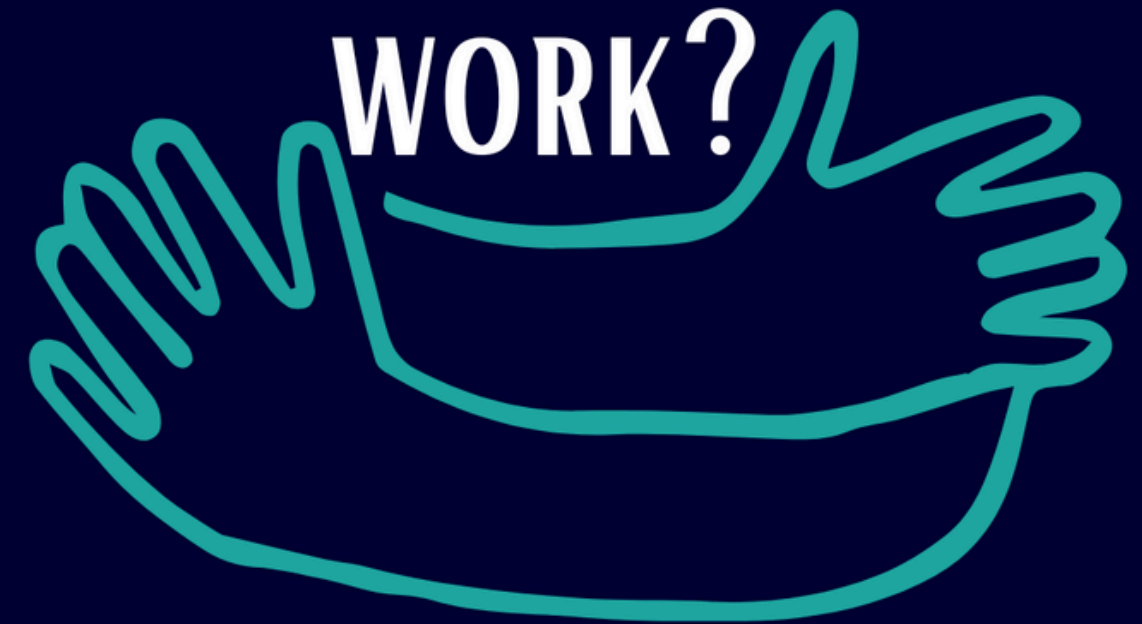
It could go either way

I do not think I can accomplish most of my goals

● Loading...

## DAY 3, POST 2

WHAT WOULD MAKE  
YOU FEEL MORE  
SUPPORTED AT  
WORK?



# INTRODUCTIONS

## DAY 4, POST 1

“What is the most energizing part of your job?”

Type here

## DAY 4, POST 2

Would you rather meet your ancestors  
or your future relatives?

Ancestors

Future relatives

● Loading...



## DAY 5, POST 1

“There are a lot of things that might keep you coming back in. From pay to co-workers to customers to enjoying stocking.”

# INTRODUCTIONS

## DAY 5, POST 2

"If you weren't working for Walmart, what do you think you'd be doing?"

Type here

## DAY 6, POST 1



## DAY 6, POST 2

In the last week, how often did you feel accomplished?

Every day or close to it

Twice

Once

Never

● Loading...



# INTRODUCTIONS

Me showing up to work holding the drink that made me late...



## DAY 7, POST 1

"If you could start your day in any way, how would you start it?"

Type here



## DAY 7, POST 2

"Tell us about a memorable experience with a customer. Do you have a favorite customer?"

Type here

# INTRODUCTIONS

Each week, a challenge poll accompanies the challenge post. The aim of the challenge poll is to track the participants' progress and or remind them of the challenge post. The goal is to encourage more participation each week.

## CHALLENGE POLL 1

**This week's challenge was to introduce yourself to the group. Have you been able to do that?**

Yes

No, but I am going to now!

No, I don't feel comfortable doing that yet.

● Loading...

WORKIT

# WEEK *TWO*

INVITING A CO-WORKER FRIEND IN

## INVITING IN

### Overview:

Week Two's content will encourage participants to start to talk about (shared) values, times when taking action has made things better, and thinking about which co-workers need help and who gives help.

The goal of Week Two is to invite a coworker friend in.



## INVITING IN

Studies show that **interpersonal relationships** at work are the most important factor of job satisfaction.

**DO YOU AGREE?**

### DAY 8, POST 1

"Across the entire world, having good relationships at work is most related to being happy with your job. Does this match your experience?"

Type here



### DAY 8, POST 2

"Tell us about someone you look forward to seeing at work."

Type here

# INVITING IN

## Retirees don't miss working, they miss the people



As participants entered mid- and late-life, the Harvard Study often asked about [retirement](#). Based on their responses, the No. 1 challenge [people faced in retirement](#) was [not being able to replace the social connections that had sustained them for so long at work.](#)

## DAY 9, POST 1

"People who are more socially connected to family, friends, or their community – including their coworkers – are happier, physically healthier, and live longer than people who are less well connected. Tell us about a friendship you've had at work."

Type here



## DAY 9, POST 2

"To make our stores better, we want to gather as much expertise as possible. Think about people that everyone trusts, what are a few things they have in common? Why does everyone trust them?"

Type here



# INVITING IN



## DAY 10, POST 2

How many of your co-workers do you feel like you can trust?

None

One

2-5

5+

● Loading...

## DAY 10, POST 1

"We know that good people in our stores can make or break our experience at work. Y'all shared a lot over the last 2 weeks about how good relationships at work matter. Having people around who want to make your store better matters too. Who are folks at your store who might also be interested in making things better and building a stronger store?"

Type here

# INVITING IN

## DAY 11, POST 1

In the last week, how often did you feel worried?

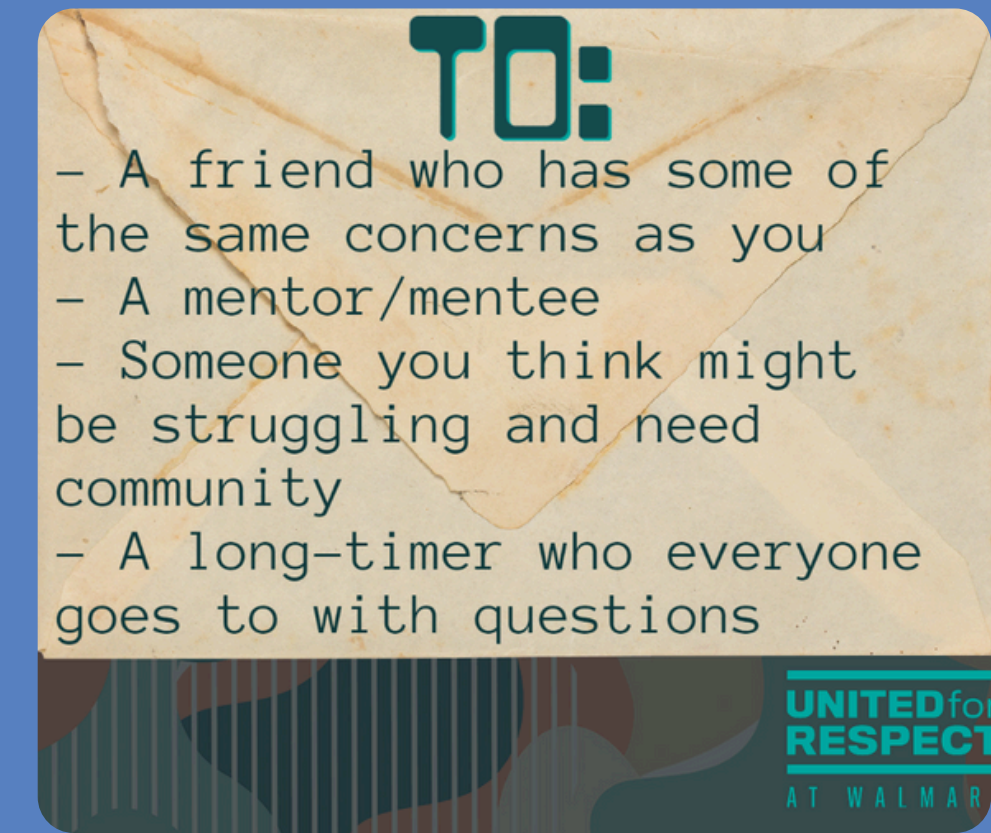
Every day or close to it

Twice

Once

Never

● Loading...



## DAY 11, POST 2

"We're going to be talking more about what would make your specific store stronger and safer. Our stores have a lot of similarities but being able to talk to someone in your store is helpful! Can you think of a co-worker who you might ask to join this group?"

Type here

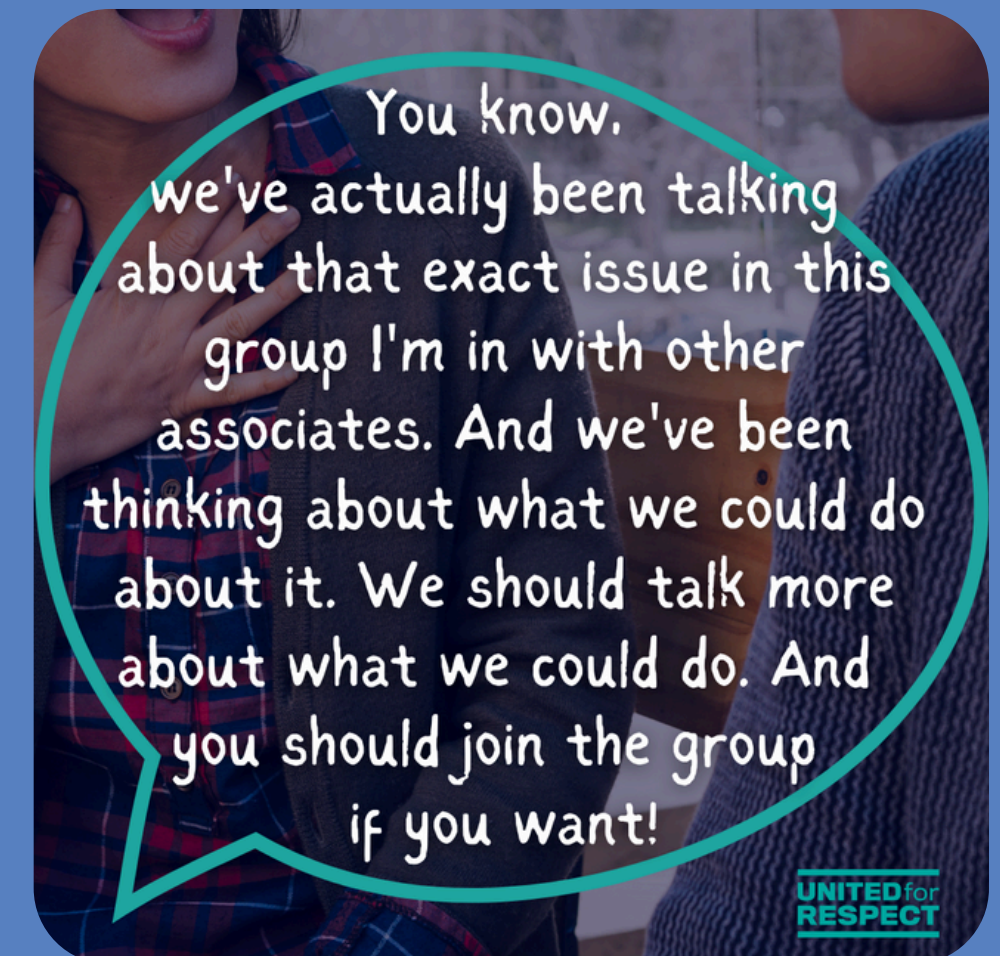
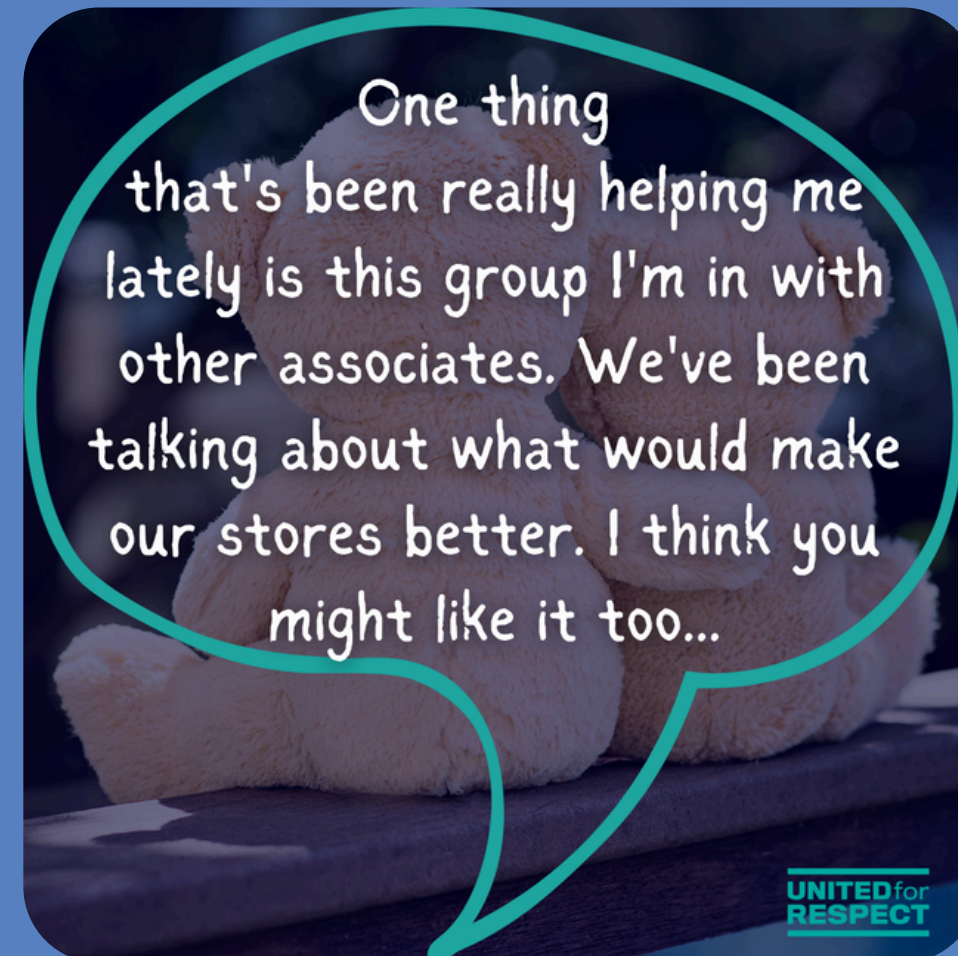
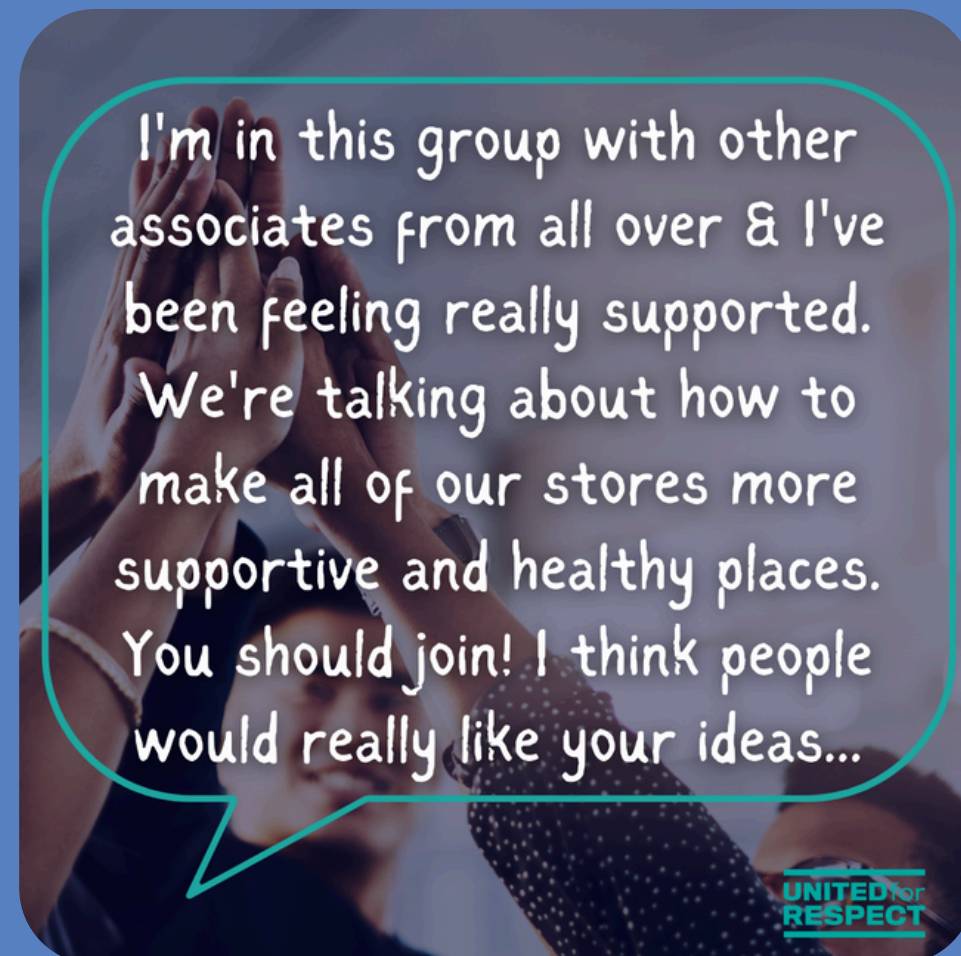


# INVITING IN

## DAY 12, POST 1

“Here’s some ideas of how I would ask some of my co-workers to join this group, depending on my relationship to them. Do these feel like something you’d also ask?”

Type here





# INVITING IN



## DAY 12 , POST 2

"If you were to ask someone to join this group, how would you do that? How would you describe what this group is about? What do you think would convince someone to join?"

Type here

## DAY 13, POST 1 AND 2

Are there people in your store you can turn to when you need a laugh?

Yes

No

Loading...

"What if they say no? Some people might not want to join us for whatever reason – maybe they are too busy, maybe they don't want to use a new app, maybe they're even suspicious. We will probably all experience at least one of our co-workers saying no to our attempts to make our stores better. The best we can do is be honest and remind people that we are stronger together!"

# INVITING IN

## DAY 14, POST 1

“What are some values you hold dear?”

Type here

## DAY 14, POST 2

“Can you share a moment when you lived out your values at work or outside of work?”

Type here

## INVITING IN

Each week featured a challenge post, which encouraged participants to be more involved in building the online community by completing a task, sharing a fact, etc.

## CHALLENGE POST 2

Invite someone from your store who you trust into our group! We're going to be able to brainstorm the best about changes with more people, especially people who are experiencing similar things to you at your specific store.

Ask someone you're already friends with or talk to and trust. It might help to think about who you trust and think has a lot of expertise or experience or someone who you think might need support. Look through the example descriptions I posted, as well as the ideas other group members had for how to introduce our group, our goals, and then ask someone to join in! And don't forget to Invite them to join here: <https://www.united4respect.web.app/#/invite>

As always, reach out to me with any thoughts or questions!

# INVITING IN

As discussed in Week One, each week, a challenge poll accompanies the challenge post. The aim of the challenge poll is to track the participants' progress and or remind them of the challenge post. The goal is to encourage more participation each week.

## CHALLENGE POLL 2

**Our challenge this last week was to invite someone to this group. Have you been able to do that?**

Yes

No, but I am going to soon!

No, I need some help with this.

● Loading...

WORKIT

WEEK  
*THREE*

TALKING TO SOMEONE NEW

## TALKING TO SOMEONE NEW

### Overview:

Week Three's content will focus on studies and anecdotes about the importance of good relationships at work. The content will ask for reflections on friendships at & outside of work.

The goal of Week Three is for participants to talk to someone new.



# TALKING TO SOMEONE NEW

## DAY 15, POST 1

Do you think there are any values that everyone in your store shares?

Yes

No

● Loading...

## DAY 15, POST 2

"If you said there are values everyone shares, what do you think these values are?"

Type here



## DAY 15, POST 3

"Was there a time when you saw some of your store's values in action? Tell us about it!"

Type here



# TALKING TO SOMEONE NEW

## DAY 16, POST 1

Do you think its more important to be liked or respected?

Liked

Respected

● Loading...



## DAY 16, POST 2

"This week, we're going to talk to someone new at work. What are your tips for starting a conversation with someone at work that you're not close to?"

Type here

# TALKING TO SOMEONE NEW

## DAY 17, POST 1

### Seeing a co-worker outside of work



## DAY 17, POST 2

"Here are some ideas for starting a conversation with coworkers:"



# TALKING TO SOMEONE NEW

## DAY 18, POST 1

“Is there someone at your store that everyone goes to when they have questions? Why do people go to them?”

Type here

## DAY 18, POST 2

Are you part of any organizations outside of work?

Yes

No

● Loading...

## DAY 19, POST 1

“Can you think of a time when someone changed your mind or you changed someone else's mind? What was it about?”

Type here

## DAY 19, POST 2

Do you think Walmart overall has any shared values?

Yes

No

● Loading...

# TALKING TO SOMEONE NEW

## DAY 20, POST 1

## “What do you think Walmart’s values are overall?”

Type here

## DAY 20, POST 2

## In the last week how often did you feel angry?

Every day or close to it

Twice

Once

Never

- Loading...



## DAY 21, POST 1

"Is there anyone at your store like this? Is it you? What do you think makes them (or you) want to work hard?"

Type here



## TALKING TO SOMEONE NEW



**DAY 21, POST 2**

"Are there groups or cliques of coworkers at your store? What makes people group together?"

Type here

## TALKING TO SOMEONE NEW

Each week featured a challenge post, which encouraged participants to be more involved in building the online community by completing a task, sharing a fact, etc.

### CHALLENGE POST 3

“Try using what we’ve talked about this week to have a conversation with a coworker you aren’t close to. Jot down some notes about your conversation and what you learned about them: their name, phone number if you are able to get that, how long they have worked at Walmart/at your store... As always, you can reach out to me if you have any thoughts or questions about this!”

# TALKING TO SOMEONE NEW

As discussed in Week One, each week, a challenge poll accompanies the challenge post. The aim of the challenge poll is to track the participants' progress and or remind them of the challenge post. The goal is to encourage more participation each week.

## CHALLENGE POLL 3

**The past week's challenge was to have a conversation with a co-worker you aren't close to and take down a few notes. Have you been able to do that?**

Yes

No, but I plan to this week!

No, and I need some support to do that.

● Loading...

WORKIT

# WEEK *FOUR*

STARTING TO THINK ABOUT ISSUES & CHANGES



## ISSUES & CHANGES

### Overview:

Week Four's content will focus on exasperated memes of common Walmart issues and stories of OUR Walmart wins.

The goal of Week Four is for participants to think about issues and changes.

# ISSUES & CHANGES



## DAY 22, POST 1

"If you weren't working for Walmart, what do you think you'd be doing?"

Type here

Me arriving at work in a good mood:



Me 2 hours later:



## DAY 22, POST 2

"What makes your day go this way? Is there a specific thing that makes you feel drained at work?"

Type here

# ISSUES & CHANGES

## DAY 23, POST 1

"Tell us about a time when you changed something in your community like your neighborhood, school, church, or family."

Type here

## DAY 24, POST 1

"Do you think there's a way you could get the equipment that doesn't work to be replaced or fixed? How would you go about that?"

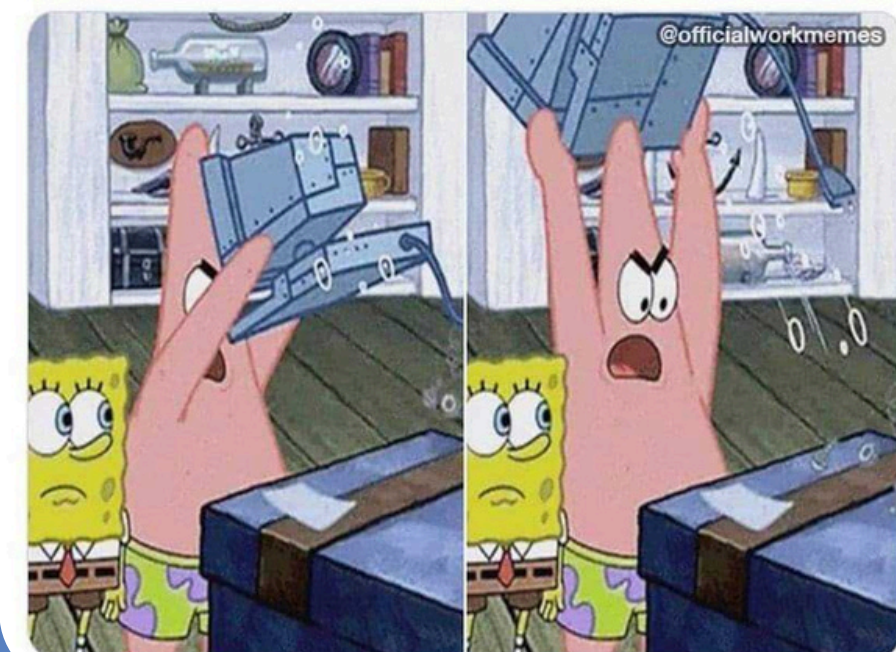
Type here

## DAY 23, POST 2

"What is a piece of equipment that doesn't work in your store that would make your life easier if it did?"

Type here

Me trying to get the equipment at work to actually work properly...





# ISSUES & CHANGES

When the manager says no overstock in the back room....



Just saying...



When customers start yelling at you about store prices as if you're the one who sets them.

When you explain the policy to a customer and they ask for a manager. Then the manager gives them what they want.



## DAY 24, POST 2

"What is the best job you've had? What made that job good?"

Type here

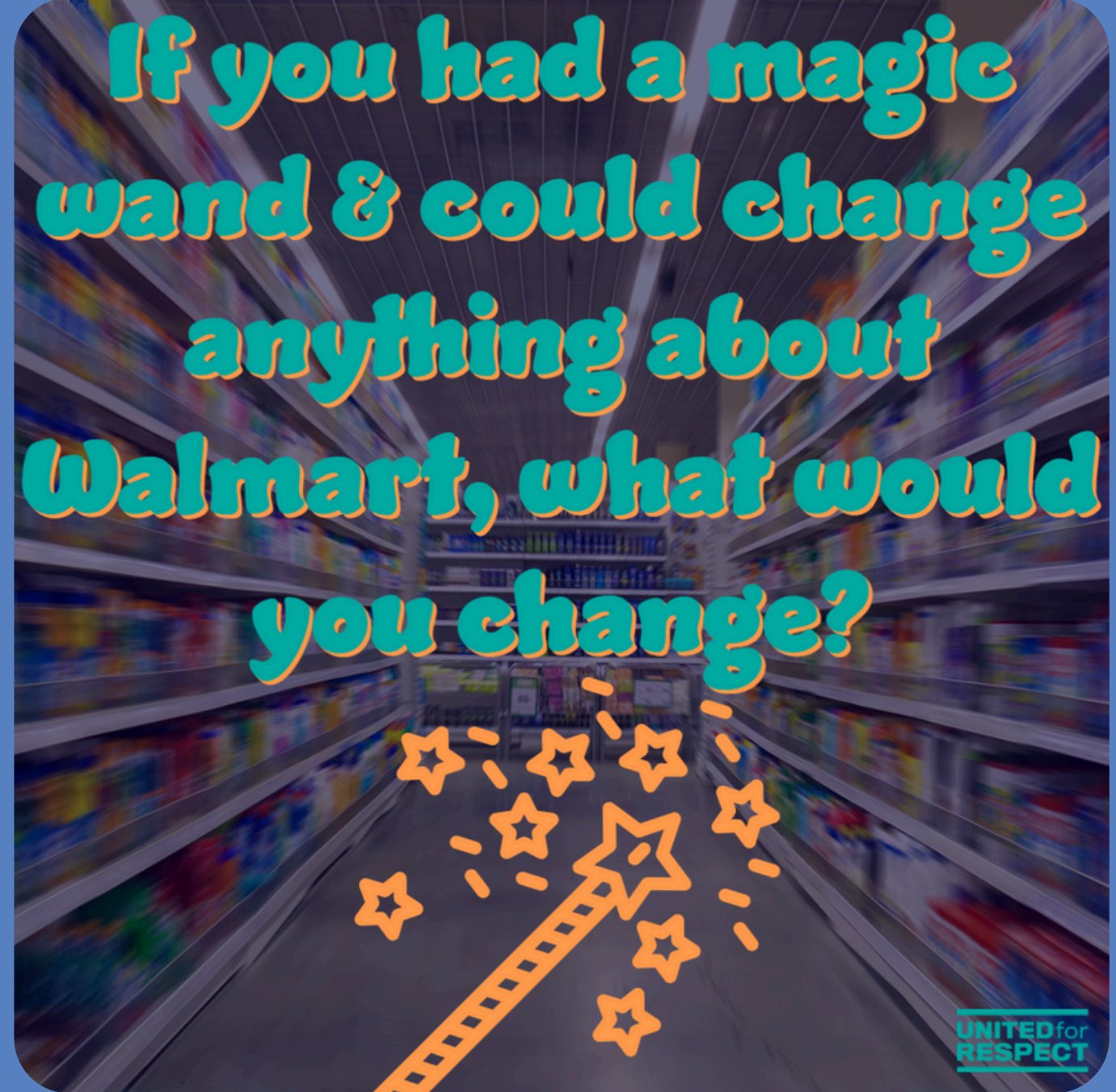
## DAY 25, POST 1

"What's the most irritating part of your job?"

Type here



## ISSUES & CHANGES



### DAY 26, POST 1

"Think about what you said you would change with a magic wand. Do you think it could be changed without a magic wand? Who do you think has the power to make that change? Are there multiple people?"

Type here

## ISSUES & CHANGES



### DAY 26, POST 2

"What is something that you do to relax and rewind at the end of the day?"

Type here

### DAY 27, POST 1

"What was your hardest recent day at work? What made it hard?"

Type here

### DAY 27, POST 2

"And what was your best recent day at work? What made it good?"

Type here

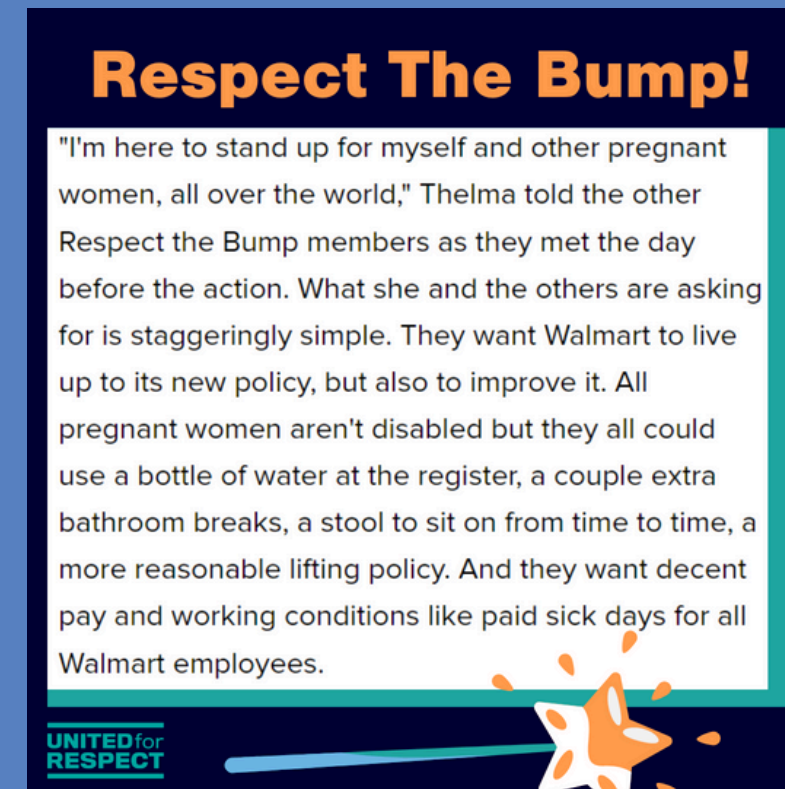
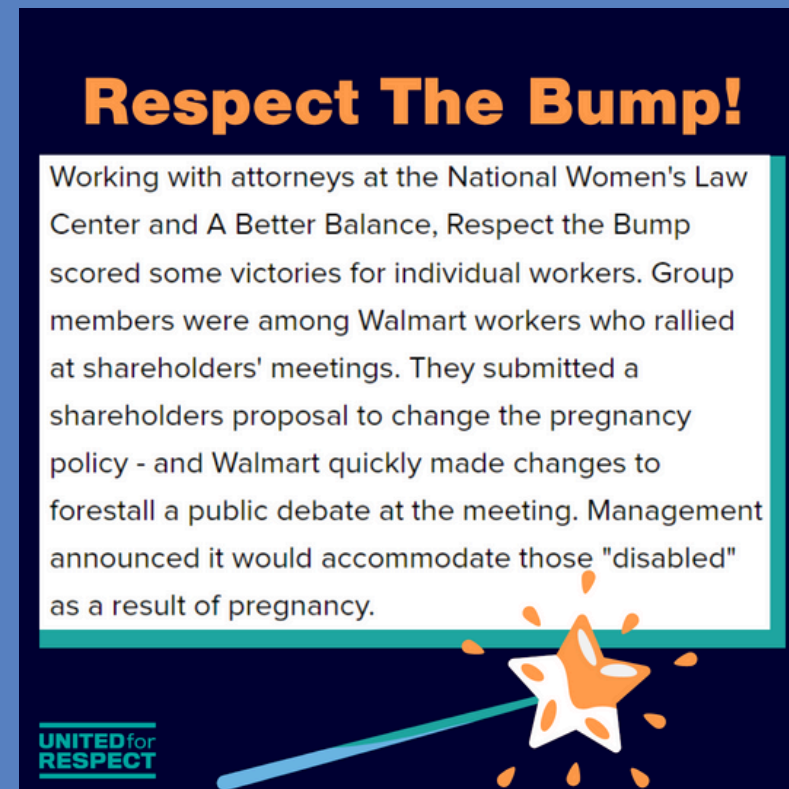
### DAY 28, POST 1

"Do you know about a time someone at your store made work better for themselves or anyone else?"

Type here



# ISSUES & CHANGES



## DAY 28, POST 2

"Here's a story of people who made work better for themselves and other pregnant people. Grishela Green, Jasmine Dixon, Bene't Holmes, Thelma Moore and other women won pregnancy accommodations for ALL of us which started with meeting one another in a group like this on Facebook and strategizing! You can read more about it here: [https://www.huffpost.com/entry/respect-the-bump-gets-res\\_b\\_5881338](https://www.huffpost.com/entry/respect-the-bump-gets-res_b_5881338)

Why do you think their fight worked?"

Type here

## ISSUES & CHANGES

Each week featured a challenge post, which encouraged participants to be more involved in building the online community by completing a task, sharing a fact, etc.

### CHALLENGE POST 4

“This week, we are going to talk to other people about the things we would like to change at your store. If someone else from your store has joined the group, talk to them. Otherwise, talk to someone you have already talked to or are friends with at work. If you’re not able to talk to anyone at work, you can just talk to anyone in your life!

Talking to other people about the things we would like to change can help us understand what is possible to change (without magic!) and which of the many strategies we have talked about might be a possibility. Try to keep the conversation natural while asking them the same questions we have been asking ourselves:

How has work been going for you recently?

If you had a magic wand and could change anything at work, what would you change?

Do you think this change is possible? Who do you think has the power to make that change?

If you were going to start making that change, how would you start?

Once you have talked, reflect on the change they wanted to make. Is it the same as the answer you gave? If not, is it something you have also been frustrated about?”



# ISSUES & CHANGES

As discussed in Week One, each week, a challenge poll accompanies the challenge post. The aim of the challenge poll is to track the participants' progress and or remind them of the challenge post. The goal is to encourage more participation each week.

## CHALLENGE POLL 4

**This week's challenge was to talk to someone at your store about what they would like to change at work. You can check out the pinned post for more information. Have you been able to have that conversation?**

Yes

No, but I am planning to in the next week!

No, and I need some help to get started with that.

● Loading...

WORKIT

WEEK  
*FIVE*

IDENTIFYING POWER

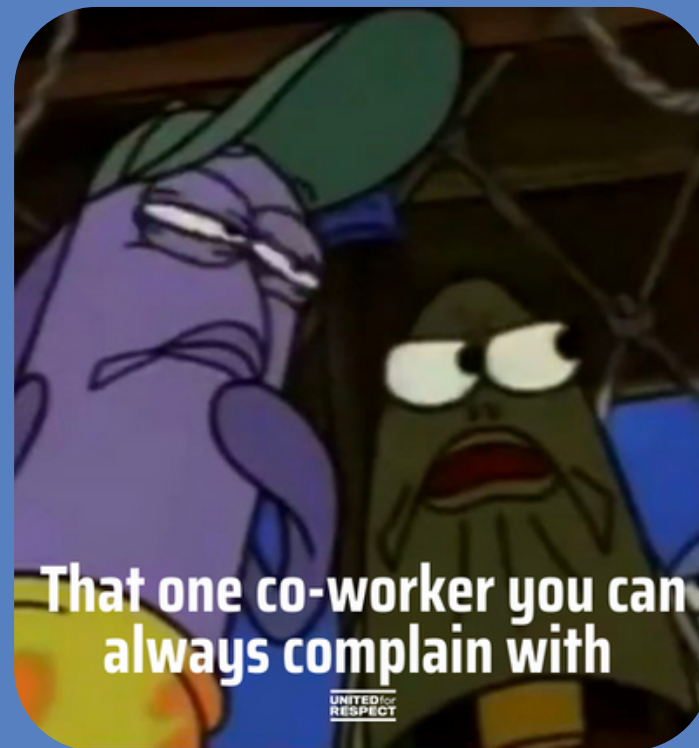
# IDENTIFYING POWER

## Overview:

Week Five's content will focus on thinking about where the workers have power and starting to talk about tactics while inoculating.

The goal of Week Five is for participants to identify power in the workspace.

# IDENTIFYING POWER



## DAY 29, POST 1

"Talking about the issues we have at work can make us feel less alone. Who do you talk to when you have a bad day at work? Do you feel like you can talk to any of your co-workers?"

Type here



## DAY 29, POST 2

Do you prefer to work alone or with a team?

Alone

With A Team

● Loading...

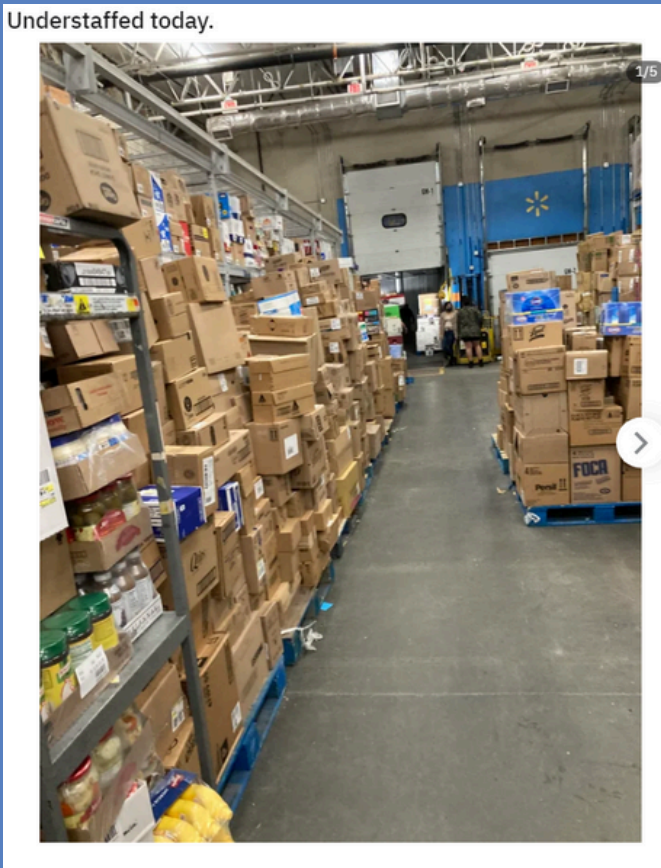


# IDENTIFYING POWER

## DAY 30, POST 2

“What I noticed while working at Walmart was that so many of us have the same issues and things we want to change. Like understaffing, crazy unpredictable schedules, problems with getting time off and accommodations through sedgwick... What are some more that you’ve heard a lot of people talking about? Did your partner last week mention any of them?”

Type here



## DAY 31, POST 1

Out of the things you’d like to change at work to make your life easier, how many of your co-workers do you think would want to change the same things? If 1 or more of your co-workers are in our group now, talk to them about whether you all agree, disagree, and why!

0

1

Between 2 and 5

Between 5 and 10

More than 10

Loading...

## DAY 31, POST 2

If you were to guess, how much money do you think you make Walmart in a day?

Less than \$50

\$50-\$200

\$200-\$500

\$500-\$1,000

More than \$1,000

Loading...

# IDENTIFYING POWER



## DAY 32, POST 1

“When we are thinking about making changes in our stores, having fun and being creative are key! If there’s a change you and your co-workers want with equipment or policy, for example, you’re going to need to get someone’s attention (like your store manager).

Here’s one example of REI workers who were asking for a change in wages, to a base pay of \$15/hour in 2019. They called on an old pal, Sasquatch, to come to their annual member meeting! (REI is an outdoor clothing and gear brand). If you want to watch more about it, here’s a hilarious Youtube video:

[https://www.youtube.com/watch?v=m7yT7IRCdBw&ab\\_channel=REIEmployeesforREALChange](https://www.youtube.com/watch?v=m7yT7IRCdBw&ab_channel=REIEmployeesforREALChange)

Can you think of any other creative and fun tactics for making change at your store? They can be as grand or simple as you would like!”

Type here

# IDENTIFYING POWER

**You have a **RIGHT** to improve your working conditions!**

**Working with >1 coworkers to improve working conditions is protected by law! This includes raising complaints about your workplace with your employer or with a government agency. (Section 7 of the National Labor Relations Act)**

UNITED FOR RESPECT

## DAY 33, POST 1

“When we talk about these tactics with each other & our co-workers something that can happen easily is that we get hesitant or fearful. One thing that can help when we feel this way or talk to someone else who feels this way is to remember that we have rights as workers!”

Type here

## DAY 32, POST 2

“What was your first job? What was one thing you learned from it?”

Type here

## DAY 33, POST 2

**Do you think Walmart depends more on you or you depend more on Walmart?**

I depend on Walmart more

Walmart depends on me more

● Loading...



# IDENTIFYING POWER

## DAY 34, POST 1

Do you think Walmart depends on its employees more, or Walmart employees depend on Walmart more?

We all depend on Walmart more than Walmart depends on us

Walmart depends on us more than we depend on it

● Loading...



## DAY 34, POST 2

"Can you think of a favorite show or movie about people working together?"

Type here

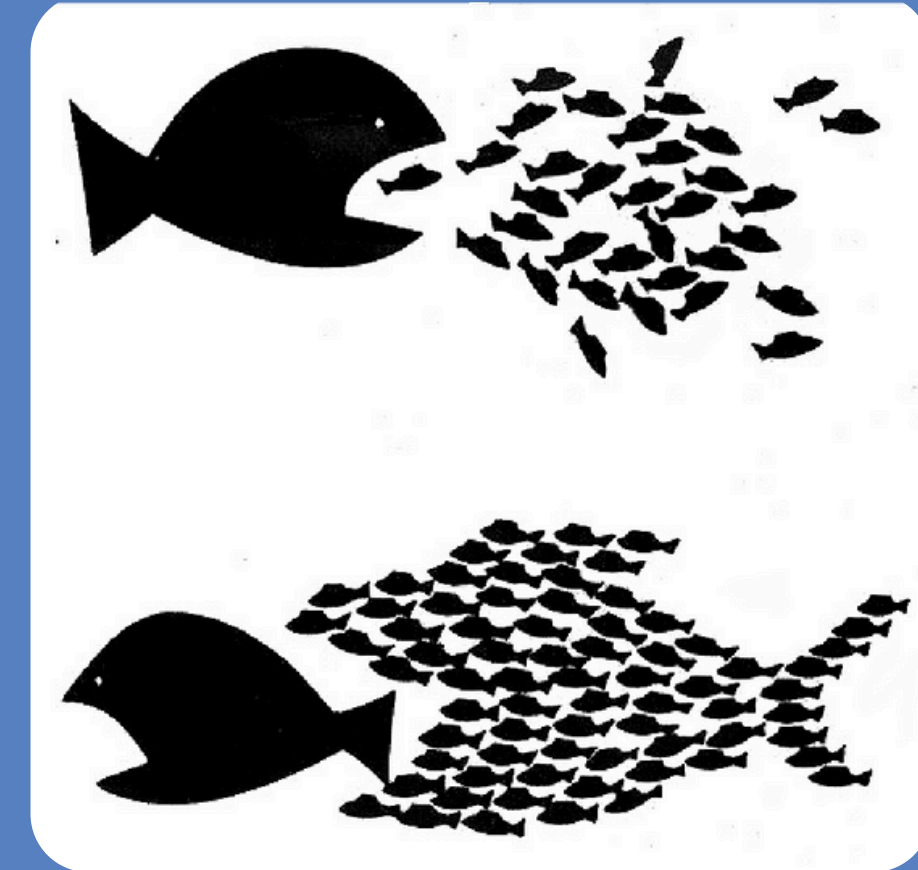


# IDENTIFYING POWER



"Sometimes people have a hard time talking about their issues and what they want to change because they don't want to seem ungrateful or like a 'complainer'. But showing people that the issues we face are faced by ALL associates can help them not only open up, but want to take action.

For example, one thing all of us want to change is the disrespect we face everyday from customers to TLs to the amount that we get paid. Regarding pay, it's not that Walmart doesn't have the money, it's just that they keep it for the people at the top."



## DAY 35, POST 2

"One of the things about banding together is that it offers us power. Like we talked about a few days ago, it opens us up to legal protection. Also, if you bring even one person with you when you talk to your manager they can make sure that none of the things you say get twisted, for example. What are some other examples?"

Type here

# IDENTIFYING POWER

"As we move towards making the changes you want to see, we want to think about what changes are most likely to happen based on how many people are passionate about that change, who can make that change, and what kind of power you would need to convince them to make the change. These graphics are a good guide for getting started in thinking about which of the changes that you and your co-workers have been talking about might be the most 'winnable'."





## IDENTIFYING POWER

Each week featured a challenge post, which encouraged participants to be more involved in building the online community by completing a task, sharing a fact, etc.

### CHALLENGE POST 5

This week we are going to use what we tried out last week with a different co-worker. Talk to someone else at work who isn't in this group (but who you still trust!) about what they would like to change! Talking to lots of different people in your store about their issues and what they want to change is helpful because then we can think of the changes that would be appreciated by the most people.

Remember these tips for how to have that conversation:

- How has work been going for you recently?
- If you had a magic wand and could change anything at work, what would you change?
- Do you think this change is possible? Who do you think has the power to make that change?
- If you were going to start making that change, how would you start?

And ask your co-worker to join our group if you haven't already. Like we have been talking about, having more people in our group gives us more power! As always, if you have any thoughts or questions, please reach out to me!



# IDENTIFYING POWER

As discussed in Week One, each week, a challenge poll accompanies the challenge post. The aim of the challenge poll is to track the participants' progress and or remind them of the challenge post. The goal is to encourage more participation each week.

## CHALLENGE POLL 5

**Last week's challenge was to talk to another co-worker about what they want to change at your store. You can get more in-depth info about the challenge in the pinned post. Have you been able to talk to a co-worker about what they'd like to change?**

Yes

No, but I will this week!

No, and I need some support to do that.

● Loading...

WORKIT

# WEEK SIX

IDENTIFYING WINNABLE ISSUES

# IDENTIFYING WINNABLE ISSUES

## Overview:

Week Six's content will focus on thinking about which of the issues we've heard are winnable and what makes people care and want to act.

The goal of Week Six is to identify winnable issues.

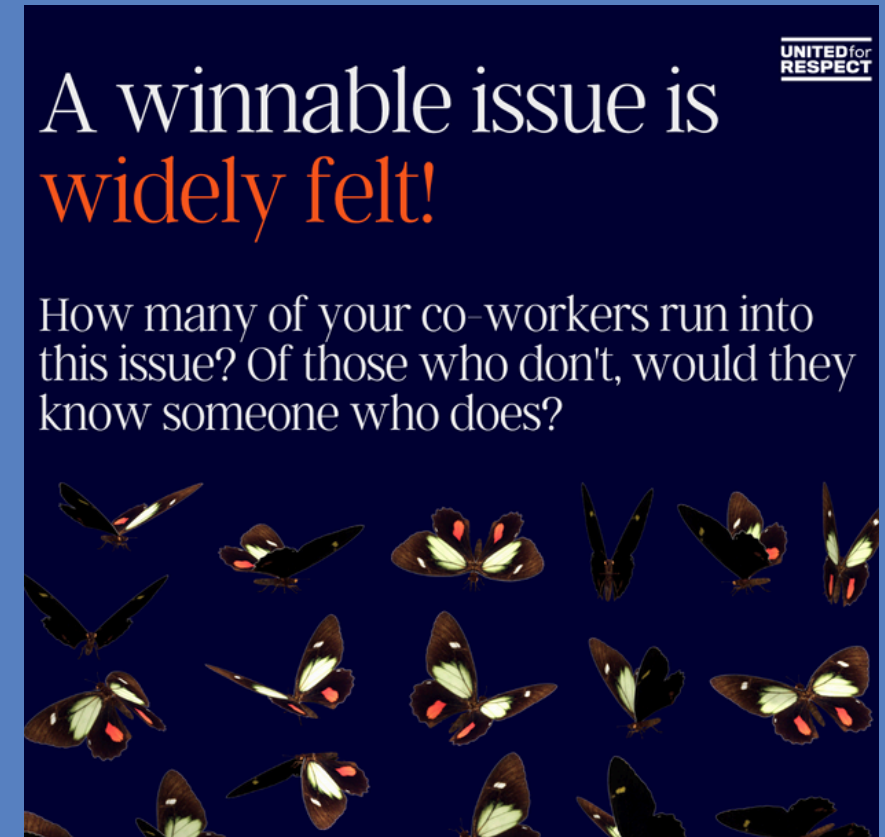


# IDENTIFYING WINNABLE ISSUES

## DAY 36, POST 1

“When was the last time you felt proud of yourself? What were you proud about?”

Type here



## DAY 37, POST 1

“When thinking about a ‘winnable issue’ we talked about the need for the issue to be ‘widely felt’ (something a lot of people care about)– what issues in your store do you think are ‘widely felt’?”

Type here

## DAY 36, POST 2

“If you were the CEO of Walmart, what would you change first to make work for employees better?”

Type here

# IDENTIFYING WINNABLE ISSUES



## DAY 37, POST 2

"Were you surprised by other peoples' responses about what they would change if they were CEO of Walmart? Tag them and ask them why! Did anyone else say the same things as you? If someone did, tag them and ask them why they would make that change!"

Type here



## DAY 38, POST 1

"Have you ever thought like this? Do you think there is a better way to be noticed and appreciated by Walmart or by your co-workers?"

Type here

# IDENTIFYING WINNABLE ISSUES

## DAY 38, POST 2

How often do you feel respected at work?

Never

Once a week

Almost every day

Every day

● Loading...

## DAY 39, POST 1

How often do you feel disrespected at work?

Never

Once a week

Almost every day

Every day

● Loading...

## DAY 39, POST 2

“Reflect on your conversation with a different co-worker last week.

- What did you learn that was new?
- What questions did you ask that you got interesting answers to?
- What are some of the issues that your co-workers have been having at work?
- How were these issues ^ different or similar to the ones you already knew about?”

Type here



# IDENTIFYING WINNABLE ISSUES



## DAY 40, POST 1

“Winnable issues also have to be ‘deeply felt’ (something people feel very strongly about). What is something you’d like to see change at Walmart that you feel deeply about? Why do you feel deeply about this?”

Type here

## DAY 40, POST 2

“Think about your deeply felt issue(s) and why they affect you. What makes an issue deeply felt? This can help us identify which co-worker issues might be deeply felt.”

Type here

## DAY 41, POST 1

How often do you feel like quitting your job?

Never

A few times a year

Once a week

Everyday

● Loading...

# IDENTIFYING WINNABLE ISSUES



## DAY 41, POST 2

"When you feel like quitting, what makes you stay?"

Type here

## DAY 42, POST 1

"Sometimes when we have conversations with people about the issues we are facing at work, people respond with "just quit!." How do you respond when people say that? How would you respond to that if you were trying to get them to help you make a change to that issue?"

Type here

## DAY 42, POST 2

"When was the last time you felt proud of someone else? What were you proud about?"

Type here

## IDENTIFYING WINNABLE ISSUES

Each week featured a challenge post, which encouraged participants to be more involved in building the online community by completing a task, sharing a fact, etc.

### CHALLENGE POST 6

Talk to a co-worker you trust, either in this group or at work, and think about 'winnable issues' at your store. As a reminder, a 'winnable issue':

is widely felt

is deeply felt

has a clear change solution

has someone who can say 'yes'

What are one or a few 'winnable issues' at your store? What is the clear change you are asking for? Who can say 'yes'?



# IDENTIFYING WINNABLE ISSUES

As discussed in Week One, each week, a challenge poll accompanies the challenge post. The aim of the challenge poll is to track the participants' progress and or remind them of the challenge post. The goal is to encourage more participation each week.

## CHALLENGE POLL 6

**Last week's challenge was to talk to a co-worker you trust about 'winnable issues' at your store. A refresher on what that means is in the resource library and the pinned post. Have you been able to do last week's challenge?**

Yes

No, but I will this week!

No, and I need some support to do it.

● Loading...

WORKIT

# WEEK *SEVEN*

STRATEGIZING, POWER ANALYSIS

# STRATEGIZING, POWER ANALYSIS

## Overview:

Week Seven's content will focus on continuing to think about winnable issues and where to best apply pressure,

The goal of Week Seven is to strategize and power analyse.

# STRATEGIZING, POWER ANALYSIS

## DAY 43, POST 1

“Do you have any fears about taking action? What are those fears?”

Type here

## DAY 43, POST 2

“Between the story about mule carts, Sasquatch, and Respect the Bump, we’ve talked about a lot of different strategies for making the magic wand wish a reality. Which of those strategies stood out to you as something you could try?”

Type here

## DAY 44, POST 1

**When was the last time you felt powerful or empowered?**

In the last few days

In the last week

In the last few weeks

In the last few months

None of the above

● Loading...



# STRATEGIZING, POWER ANALYSIS



## DAY 44, POST 2

"In general, what kinds of resources do you have to achieve your goals? Time? Skills? Friends? Money? Family? Creativity?"

Type here

## DAY 45, POST 1

Do you feel like you have a sense of management at your store– who reports to who and what they're in charge of?

Yes

No

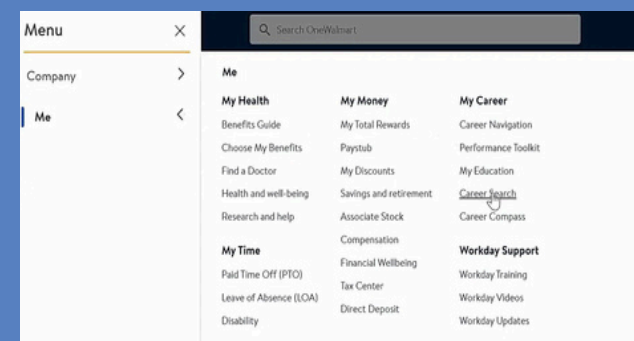
● Loading...

# STRATEGIZING, POWER ANALYSIS

## Guide to Your Organizational Chart!

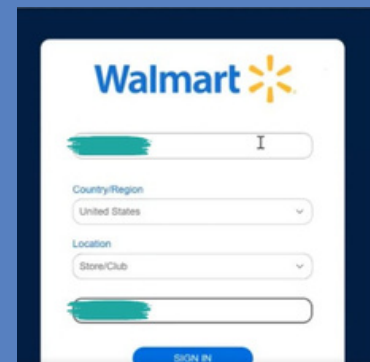
### Step 1: Go to your Career Search

- Goto [one.walmart.com](https://one.walmart.com) and click on 'Me' tab
- Scroll to 'My Career' and click on 'Career Search'



Login with User ID / (W.I.N.) number & Store Number

- Follow 2-step verification process
- Enter password when prompted



You'll be taken back to your career search after logging in. click on 'Me' in your career search.

When your boss tells  
you that you actually  
have to come into work  
every day:



## DAY 45, POST 2

"Knowing your management hierarchy is helpful for knowing who can say 'yes' to your requests. You can find the organizational chart (who is in charge) in your Workday app. Try finding that chart for your store and take a photo of it. Did anything in it surprise you?"

Type here

## DAY 46, POST 1

"For an issue(s) you all decided was 'winnable' in your store, who all could say 'yes' to a request for a change? (If you don't have any ideas, look at your store's organizational chart.). Who do you think would be easiest to get in conversation with and why?"

Type here

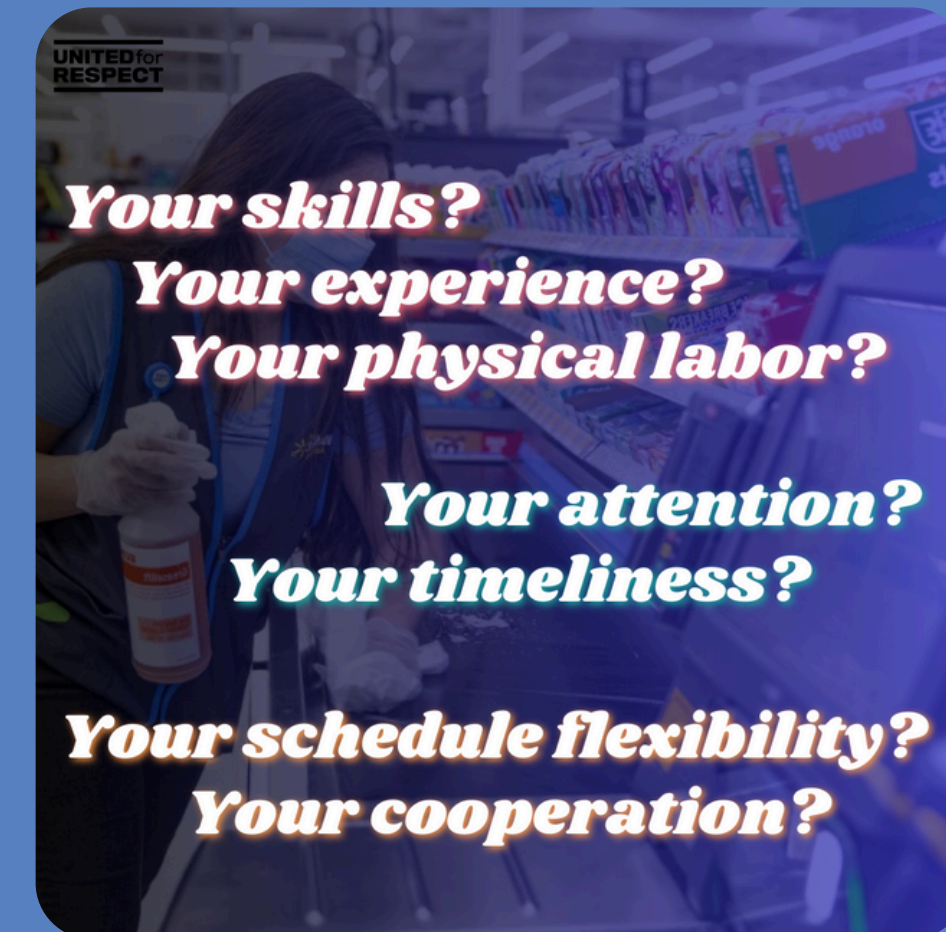
# STRATEGIZING, POWER ANALYSIS



## DAY 46, POST 2

"What do you rely on the person who can say 'yes' for?"

Type here



## DAY 47, POST 1

"Flip it around: what does the person who can say 'yes' rely on you and your co-workers for?"

Type here



# STRATEGIZING, POWER ANALYSIS



## DAY 47, POST 2

"What are some things you could do to get your 'yes'-sayers' attention?"

Type here



## DAY 48, POST 1

"Think about an instance where you saw people take a very bold action that grabbed attention. Was it convincing to you? Do you think it would have been convincing to the people that could say 'yes' to them?"

Type here



# STRATEGIZING, POWER ANALYSIS

## DAY 48, POST 2

"Think about one of the strategies you have narrowed down as doable for your store. If you were talking to one of your co-workers about taking part in that and they were nervous about it, what would you say to calm their nerves? How would you go about convincing a co-worker who was reluctant?"

Type here

## DAY 49, POST 1

"We want to think strategically – just getting attention isn't always enough to influence change! Of the things that could get their attention, which relate to the change you want to see?"

Type here

**DOES THE ACTION  
RELATE TO YOUR  
ISSUE?**

Will it put pressure on the  
person who can say 'yes'?

Will it directly affect the  
issue -- stop or obstruct it  
from happening?

Will it be clear to people  
who are not involved that  
the action is in response to your issue?

UNITED for  
RESPECT

**How easy do you think it would be to get your target to say 'yes' to the change you and your co-workers have decided on?**

Super easy!

We can do it if we get enough people on our side

Even with enough people, I don't think we could do it

Impossible

● Loading...

## STRATEGIZING, POWER ANALYSIS

Each week featured a challenge post, which encouraged participants to be more involved in building the online community by completing a task, sharing a fact, etc.

### CHALLENGE POST 7

We spent a lot of time this week thinking about who has power over what, who can say 'yes', and how to use that information. If you haven't looked for your store and district's organizational chart in the Workday app, do that now!

Talk through this chart with your co-workers (those in this group, and any others you trust) and talk about strategies you think would relate most to the issue you and your co-workers decided on last week.

DM the chart to me along with some strategies you think could be powerful at your store.

# STRATEGIZING, POWER ANALYSIS

As discussed in Week One, each week, a challenge poll accompanies the challenge post. The aim of the challenge poll is to track the participants' progress and or remind them of the challenge post. The goal is to encourage more participation each week.

## CHALLENGE POLL 7

**This last week's challenge was to talk through your Workday organizational chart with your co-workers and what strategies would work based on your store and issue you want to fix. Have you been able to have those conversations and DM me your Workday chart?**

Yes

No, but I will this week!

No, and I need support doing that.

● Loading...

WORKIT

WEEK  
*EIGHT*

TAKING ACTION!



## **TAKING ACTION!**

### **Overview:**

Week Eight's content will include continuing to strategize and inoculate, looking through OSHA and WHD wage theft information, and off-ramping to other groups, EveryAction.

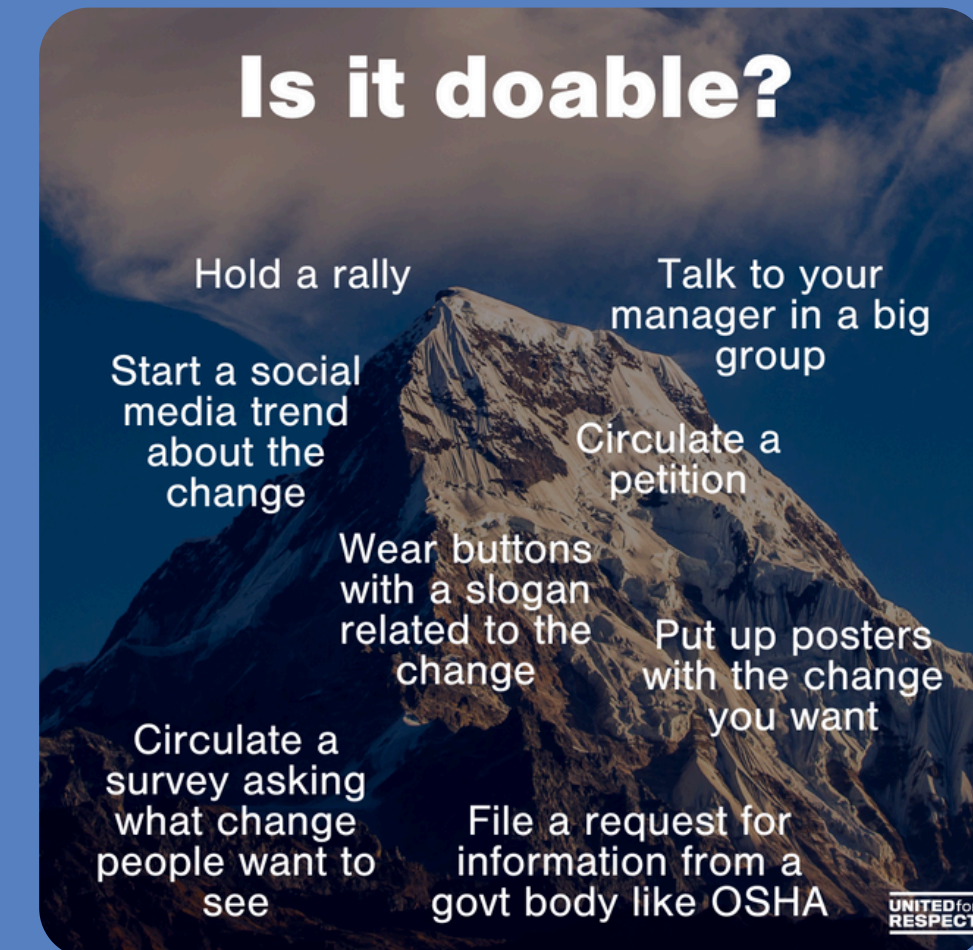
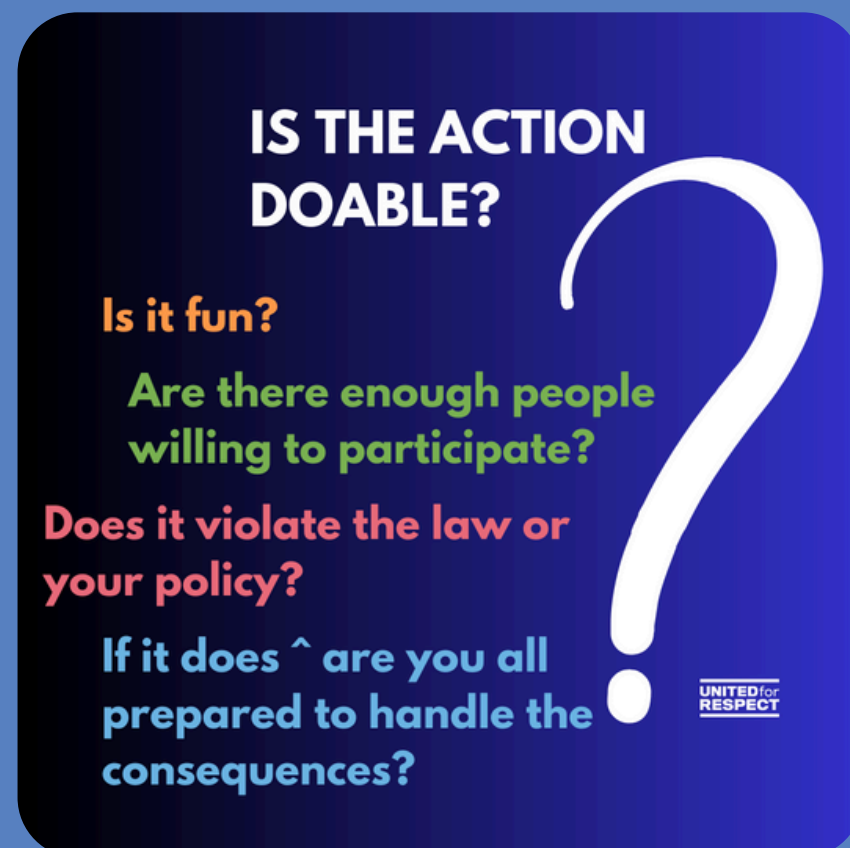
The goal of Week Eight is to take action.

# TAKING ACTION!

## DAY 50, POST 1

"Not every action will make sense at every store. Here's a list of some actions, and some questions to ask to find out what's doable. Using these questions, comment with 1-3 actions that would be doable at your store!"

Type here



## DAY 50, POST 2

"What do you think your bosses would do if you took any of these actions you said were doable? How do you think your boss would respond if 5 people took part in the action? What about 15? What about 50?"

Type here

# TAKING ACTION!

## DAY 51, POST 1

This is our last week in this group together trying to build better and healthier workplaces. How often in the last week did you feel hopeful at your store? In the comments, tell us what you feel hopeful about?

Everyday!

A few times

Once

Never

● Loading...

## DAY 52, POST 1

“What do you do to hype yourself up? Is there a specific song you listen to? A mantra you repeat? A physical activity that gets you psyched?”

Type here

### DOES THE ACTION CREATE MOMENTUM?

Will the action unify the people who participate? Will the action ignite them to want to keep participating?

How will people who don't participate react?

Is it visible? To the public? to other co-workers?

How will management react?

UNITED for RESPECT

## DAY 51, POST 2

“When we think about the kinds of actions we might take in our stores, we should think about what brings other co-workers in and makes people excited to keep going. This will vary from store to store based on your unique co-workers and what the risks might be. Of the actions that seem doable, which of these would build excitement in your store?”

Type here

# TAKING ACTION!

## DAY 52, POST 2


“Here are short descriptions of workplace enforcement agencies. In the comments, tell us about one issue you and your co-workers have been experiencing, and which agency, if any, might be in charge of investigating that kind of an issue.”

Type here

**WHD**

**(Wage and Hour Division [of the Department of Labor])**

Investigates wage theft including minimum wage pay and overtime pay.



UNITED BY RESPECT

**OSHA**

**(Occupational Safety and Health Administration)**

Sets & enforces healthy and safe workplace standards.



UNITED BY RESPECT

**EEOC**

**(Equal Employment Opportunity Commission)**

Investigates complaints of workplace discrimination.



UNITED BY RESPECT

## DAY 53, POST 1

Have you ever filed a complaint with a government enforcement agency like OSHA, the EEOC, the WHD?

Yes

No

I am not sure

● Loading...




# TAKING ACTION!

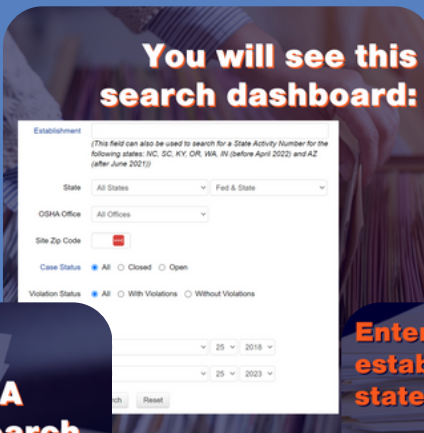
“Filing complaints with these government enforcement agencies can be effective, lower-risk actions that you and your co-workers can take to learn about your store. But regardless of if y’all want to file a complaint, looking at past complaints and violations at your store is good background to have when thinking about strategy! Has this been a recurring issue at your store? When was the last time one of your co-workers took action by filing a complaint? Did your store management resolve the issue?

Since we are coming to the end of these 8 weeks, let’s all take action together! We want to build healthier workplaces, and the first step is having a solid idea of issues. We’ve already talked to our co-workers about issues, but we can also look at a record of safety and health complaints & violations in our states & stores! Go to this site and follow these slides to get some info. & If you need any support comment below! <https://www.osha.gov/ords/imis/establishment.html>”


**Guide: Finding OSHA Records**



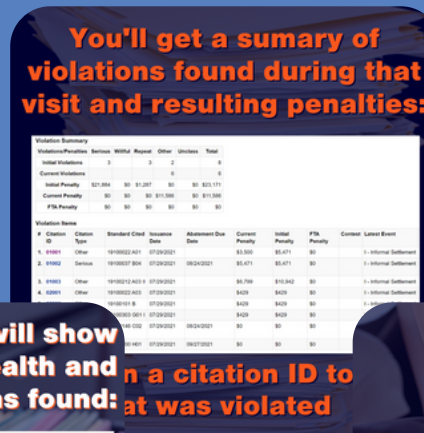
**You will see this search dashboard:**



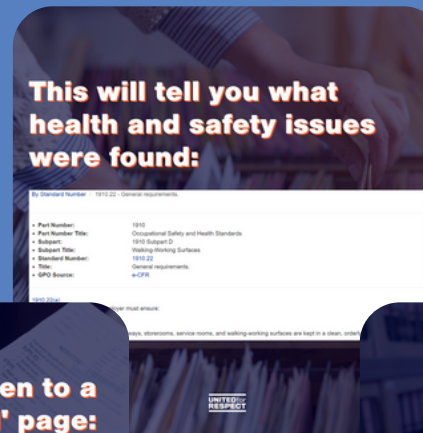
**You'll get a list of all referrals (from govt agencies, news) and complaints (from workers & anyone else) in your state:**



**You'll get a summary of violations found during that visit and resulting penalties:**



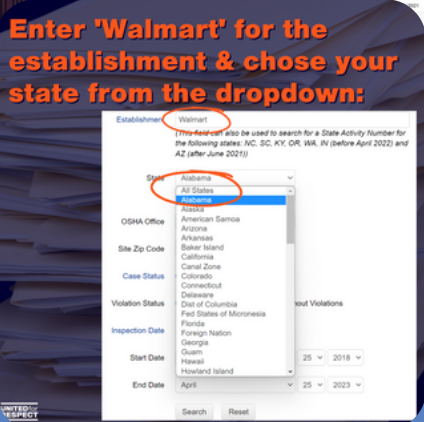
**This will tell you what health and safety issues were found:**



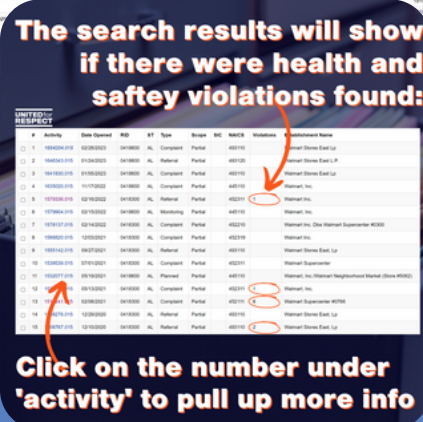
**Go to the OSHA Establishment search at this URL:**

[osha.gov/ords/imis/establishment.html](https://www.osha.gov/ords/imis/establishment.html)

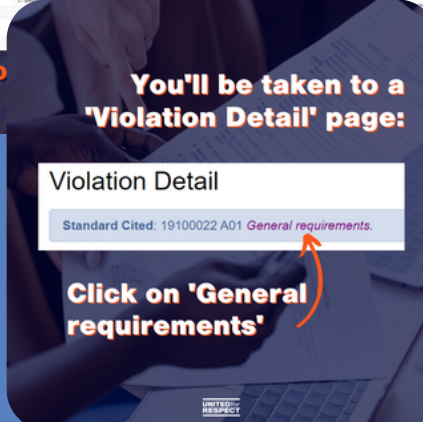
**Enter 'Walmart' for the establishment & chose your state from the dropdown:**



**The search results will show if there were health and safety violations found:**



**You'll be taken to a 'Violation Detail' page:**



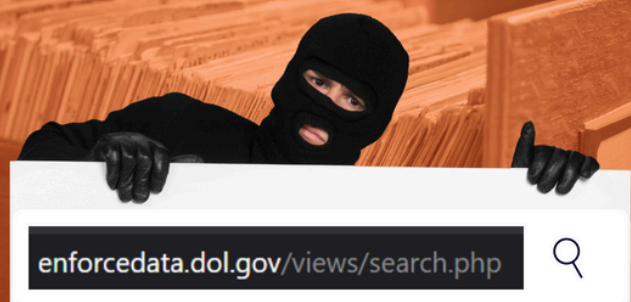
**You can repeat the search for more specific results by entering your store number in the 'Establishment' section, or entering your zipcode!**



# TAKING ACTION!

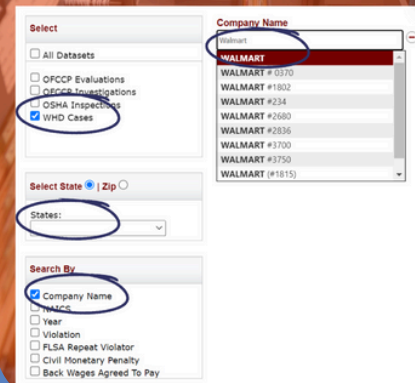
“What about wage theft complaints and violations in your state, zip code, or store? Let’s look into those as well! Go to this WHD site and follow these slides. If you need any support, comment below!  
<https://enforcedata.dol.gov/views/search.php>”

## Guide: Finding WHD (wage theft) Violations



UNITED for RESPECT

In the search, click 'WHD Cases', choose your state from the dropdown, check 'Company Name' and 'Walmart'



UNITED for RESPECT

This will show you all of the violations at Walmarts in your state:

SEARCH RESULTS		
Search Criteria		
Agency:	WHD	
Company Name:	WALMART # 0370	
Agency	Records Found	Export Results
WHD	1	
Click on an Agency name to see the search results		

Click 'WHD' to see more information

UNITED for RESPECT

This will tell you the start and end dates of the investigation...

Search Criteria									
Agency: WHD Company Name: WALMART # 0370 Report View: PDF									
Case ID	Trade Name	Case Violations	CMP Assessed	Address	City	State	Zip Code	Findings Start Date	Findings End Date
1240652	Walmart # 0370	1		2022 E 16th St	Wilmington	KS	67152	01-JUL-17	03-JAN-18

And if there were any violations meaning there was wage theft uncovered.

UNITED for RESPECT

Repeat the same steps looking more narrowly at your zip code, and then even more narrowly by entering Walmart + your store number in the 'Company Name' field.

UNITED for RESPECT

# TAKING ACTION!

## DAY 54, POST 2

**Would you organize any actions that you have decided make sense for your store?**

Yes, I want to start planning!

Maybe in the future but not anytime soon

No, never

● Loading...

## DAY 55, POST 1

“Are you currently planning around the issue you pinpointed and the changes you want to see? What are you thinking of doing? If not, what keeps you from doing some planning for action?”

Type here

## DAY 55, POST 2

“These past 8 weeks we have learned about each other and the issues we are facing in our stores. We have seen similarities between issues and come up with real solutions to these issues and changes we want to see. We’ve built a community, and laid the foundation for getting our concerns & ideas heard.

Even though the more formal, activities-based portion of this group is ending, this app, the resources, and our community, will continue to be a place of support and growth. We are going to send out one last survey, and based on what level of engagement you say you want, we will move you into regional groups and campaign groups that will be addressing common issues like pay, health & safety, and the points system.”

## TAKING ACTION!

### DAY 56, POST 1

"Have you looked up OSHA complaints and violations in your store or state? Did you find any? What were they about?"

Type here

### DAY 56, POST 2

"Have you looked up any wage theft issues at your store or state? Did you find any? When were they filed?"

Type here



## TAKING ACTION!

Each week featured a challenge post, which encouraged participants to be more involved in building the online community by completing a task, sharing a fact, etc.

### CHALLENGE POST 8

What did you find in the OSHA and WHD databases about your store? (The OSHA site is here: <https://www.osha.gov/ords/imis/establishment.html>; check out the resource library for more guidance). Did you expect to find any complaints of violations? Were there any complaints or violations in your store? What about your zip code? Were they recent? Were the OSHA citations about issues that you still face at your store?

# TAKING ACTION!

As discussed in Week One, each week, a challenge poll accompanies the challenge post. The aim of the challenge poll is to track the participants' progress and or remind them of the challenge post. The goal is to encourage more participation each week.

## CHALLENGE POLL 8

**This week's challenge was to look through the OSHA and WHD databases, and to fill out the endline survey! Were you able to do those things?**

Yes

No, but I am about to!

No, and I need some help with this.

● Loading...