



# The Haves & Have Nots of Paid Family Leave

UNEQUAL POLICIES FROM THE NATION'S LARGEST EMPLOYERS

A report by PL+US: Paid Leave for the United States

## INTRODUCTION

In the United States today, paid family leave is an elite benefit: 94% of low-income working people have no access to paid family leave. Millions of Americans don't get even a single day of paid time for caregiving<sup>1</sup>. 1 in 4 new moms in the U.S. is back at work just ten days after childbirth. While public discourse often focuses on income inequality, there is another critical way families experience inequality: the inability to be with their babies and families for the most important moments of their lives.

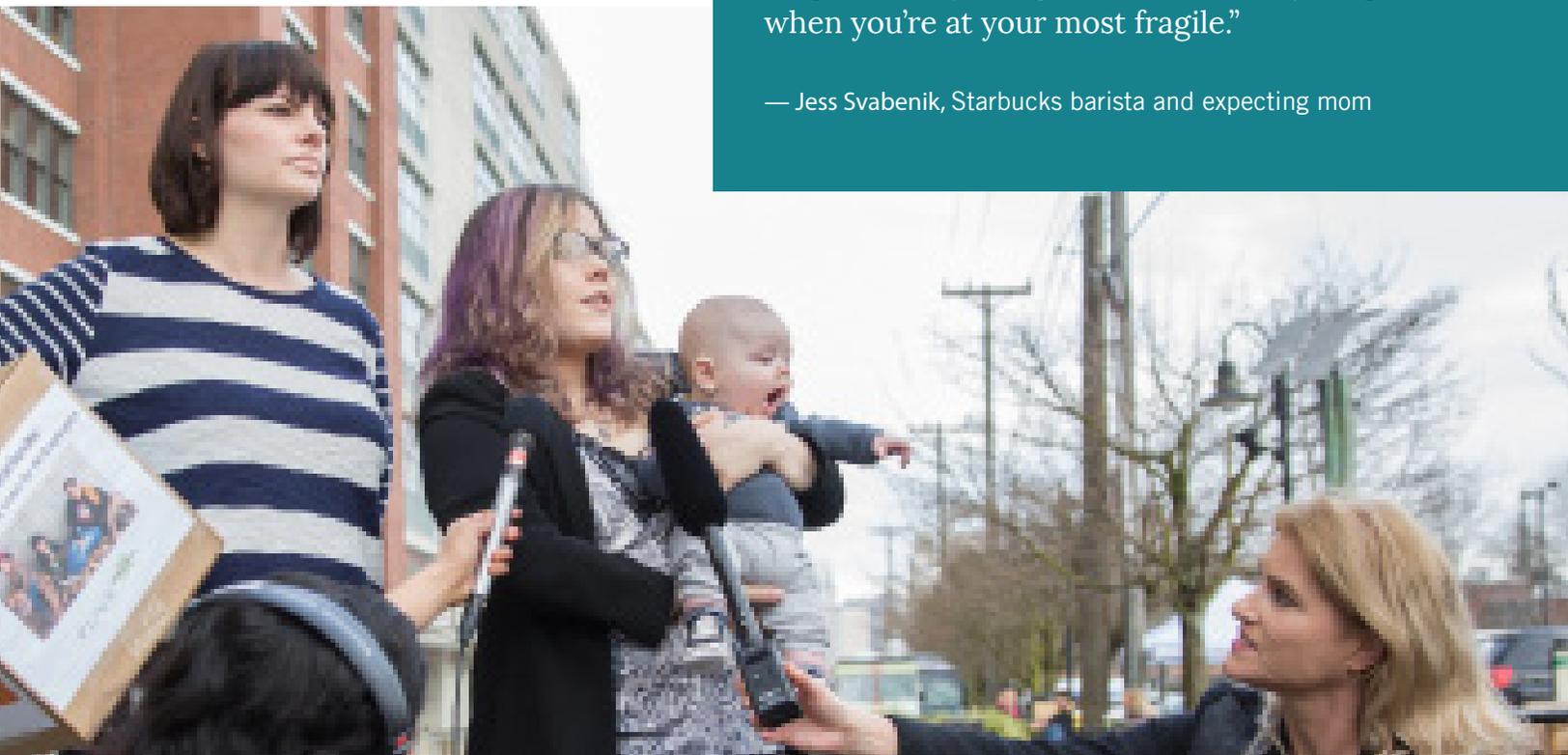
<sup>1</sup> ["13 Percent of Private Industry Workers Had Access to Paid Family Leave in March 2016 : The Economics Daily."](#) U.S. Bureau of Labor Statistics, U.S. Bureau of Labor Statistics, 4 Nov. 2016. Web. 09 May 2017.

"I had no paid leave and had to go back to work at Walmart two weeks after childbirth. I took Zyon to his first 2-week doctor's check-up and found out that he needed to go back to the hospital urgently. They took him away in an ambulance – I was terrified for him, and that I might be risking my job at Walmart by coming in late that day. I called my manager to let them know I had to go with my baby to the children's hospital, but it didn't matter – my store manager penalized me for missing work."

— Jasmine Dixon, on working at WalMart with a newborn

"Paid family leave is not about providing money for parents, but about providing parents for babies in their first and most fragile moments. I think about our kids. Because your parent makes a lower wage, even though it's the same corporation, you'd get less time with your parents when you're at your most fragile."

— Jess Svabenik, Starbucks barista and expecting mom



Over the last year, a slate of the largest employers in the United States have announced paid family leave policies: Starbucks, Yum! Brands (KFC, Taco Bell, Pizza Hut), and others. While the media has largely heralded these announcements as a boon for working families, most of these benefits *are only accessible for people who work in white-collar corporate jobs, leaving out the hourly employees who comprise the vast majority of a company's workforce.* In fact, overall access to paid family leave in the United States has actually declined over the last decade<sup>2</sup>.

We've conducted independent research to uncover the paid family leave policies at the largest employers in the country to understand who has access to family leave, who doesn't, and what that says about the need for change in both corporate and public policy.

Many of the companies that employ the most people have policies that provide significantly more paid family leave to corporate employees, while offering little — or nothing at all — to hourly/field/part-time workers.

Our research shows that it is common practice to leave large proportions of the workforce at many of these companies out of the generous benefits touted in press releases—by excluding hourly, field, part time or other classes of low-wage employees. Companies that do this include Walmart, Starbucks, and Yum! Brands. We further found evidence that the outsourcing of work to low-wage, low-margin sub-contractors by many large employers furthers the schism between those who have access to paid family leave and those who do not. Amazon is an example of a company with extensive network of sub-contracting companies that can fail to provide any leave at all.

Our direct, independent research is validated by other recent research conducted by Pew Research Center that shows that high-income people are the most likely to have access to paid family leave, while the lowest income people are likely to have no access to paid family leave. This research shows that the lack of access to paid family leave has a powerful negative impact on family health and financial stability.

Put simply, the people who most need paid family leave are the least likely to have it.



Starbucks offers no paid family leave to any of its male baristas, while corporate dads get 12 weeks fully paid. Photo credit: Sara Swaty.

<sup>2</sup> ["Study of Employers Finds Parental and Caregiving Leave Benefits Have Remained the Same Since 2012."](#) Society for Human Resource Management. N.p., 08 Mar. 2017. Web. 09 May 2017.

## KEY FINDINGS

# The income gap is wide, and the facts about who has paid family leave are sobering:

- 94% of low-wage working people in the U.S. have no access to paid family leave<sup>1</sup>.
- One in four new mothers in the U.S. are back at work just 10 days after childbirth<sup>2</sup>.
- People who make more than \$75,000 are twice as likely to get paid leave than people who make less than \$30,000.
- Nearly half of new parents who make less than \$30k annually who did not have fully paid parental leave sought public assistance<sup>3</sup>.

1 in 4 new mothers are back at work after just 10 days

Only 6% of low-wage working people in the US have access to paid family leave

1 U.S. Department of Labor, and U.S. Bureau of Labor Statistics. "National Compensation Survey: Employee Benefits in the United States, March 2016." Sept. 2016. Web.  
2 Tribune Wire Reports. "A Quarter of New Moms Return to Work 2 Weeks after Childbirth." Chicago Tribune. N.p., 20 Aug. 2015. Web. 09 May 2017.  
3 Horowitz, Juliana Menasce, Kim Parker, Nikki Graf, and Gretchen Livingston. "Americans Widely Support Paid Family and Medical Leave, but Differ Over Specific Policies." Pew Research Center's Social & Demographic Trends Project. 23 Mar. 2017. Web. 09 May 2017.

## KEY FINDINGS

# Family leave policies leave out low-wage employees:

Many of the country's largest employers have unequal paid family leave policies, providing paid family leave only for high wage employees while leaving out in-store, retail, part-time or hourly workers who comprise the majority of their workforce.

- Starbucks has one of the most unequal policies—they provide 18 weeks of fully-paid leave for new mothers and 12 weeks fully paid for new fathers in corporate headquarters, but only six weeks for birth moms who are in-store employees (like baristas) and nothing for dads or adoptive parents in this employment category<sup>1</sup>. Starbucks employs ~5,000 people in its corporate headquarters and ~150,000 in stores; meaning their highly-touted policy affects about 3% of their total U.S. workforce.
- The nation's largest private employer, Walmart, provides twelve weeks of paid leave for birth mothers who are corporate employees—but only 6-8 weeks at partial pay for birth moms who are among the 1.2 million hourly employees in their stores - if they work full time.
- Yum! Brands offers 18 weeks paid parental leave to birth mothers, and 6 weeks to dads and adoptive parents who work in the corporate office only. Field employees, who work for franchises such as KFC and Pizza Hut, receive no paid family leave<sup>2</sup>.
- Of the 22 policies that we were able to confirm, six were public about the unequal paid family leave they are providing to lower-wage workers: AT&T, Darden Restaurants, McDonalds, Starbucks, Supervalu, and Yum! Brands (KFC, Taco Bell, Pizza Hut). An additional four companies confirmed that they left out parents who are part-time workers: Amazon, Marriott, Nike, and Toys R Us.
- Additionally, 13 companies refused to be transparent about their policies, raising questions about whom those policies leave out.

Walmart's 1.2m hourly workers are only eligible for 6–8 weeks at partial pay (birth mothers only) if they work full time

Further, many companies are still not transparent about whether their policies are equal for different classes of employees:

- More than a third of the top retail employers are not transparent about their paid family leave policies. 13 of the 35 companies surveyed here refused to disclose their policies as they apply to all classes of employees.
- Albertsons, Citigroup, Costco, Gap, H&M, Kroger, Neiman Marcus, Rite Aid, Walgreens, Wegmans, and Whole Foods also did not respond to our request for information on their policies.
- Trader Joe's specifically responded to our inquiry to let us know they would not be transparent with this information

<sup>1</sup> Kell, John. "Starbucks Will Now Allow New Fathers to Take Paternity Leave." Fortune. Fortune, 19 Jan. 2017. Web. 09 May 2017.

<sup>2</sup> "Your Special Blend: Rewarding Our Partners." Starbucks, 2014. Web.

<sup>2</sup> "Yum! Brands, KFC, Pizza Hut and Taco Bell Expand Parental Time-Off Policy and Family Benefits for U.S. Corporate Employees." Yum! Brands. Yum! Brands, 27 February. 2017. Web. 09 May 2017. Yum's announced policy is similar to Walmart's in that it is only for salaried employees Hourly workers are covered under franchises.

## KEY FINDINGS

Some companies are leading the way:

# Ikea, Levi's, Nordstrom, Bank of America, Chase, Apple and more...

- Ikea leads the retail industry, offering up to four months of paid parental leave to all 14,000 hourly and salaried employees<sup>1</sup>.
- In clothing retail<sup>2</sup>, Levi's<sup>3</sup> and Nordstrom<sup>4</sup> are leading the way with recent announcements of parental leave policies that apply equally to their retail staff as well as their corporate headquarters. Levi's offers up to 16 weeks of paid family leave for birth mothers and 8 weeks for other new parents, both salaried and hourly<sup>5</sup>. Nordstrom offers 12 weeks for birth mothers and 6 weeks for other new parents, both corporate and in retail stores<sup>6</sup>.
- Nike provides 14 weeks for birth mothers and 8 weeks paid family leave for other new parents and to care for a sick family member, but, while their policy is equal for corporate and hourly employees, it leaves out part-time employees<sup>7</sup>.
- In the banking industry, Bank of America<sup>8</sup>, Wells Fargo<sup>9</sup> and JPMorgan Chase<sup>10</sup> provide equal paid leave to all their employees, both hourly and salaried.
- Other companies that offer leave policies that are equal for salaried and hourly employees include Hilton<sup>11</sup>, and Apple<sup>12</sup>.

Companies that offer paid family leave to all employees report increased morale, as well as cost savings from job retention — including for those in lower-wage jobs<sup>13</sup>.

1 Zillman, Claire. ["Ikea Parental Leave Applies to All U.S. Workers No Matter Their Hours."](#) Fortune. Fortune, 07 Dec. 2016. Web. 09 May 2017.

2 Fares, Melissa. ["Nike Expands, Adds to Its Paid Family Leave."](#) Reuters. Reuters Business, 11 May 2016. Web. 09 May 2017.

3 Samaniego, Danielle. ["Levi Strauss & Co. Expands Parental Leave for U.S. Employees."](#) Levi Strauss. Levi Strauss, 09 Dec. 2016. Web. 09 May 2017.

4 Tu, Janet I. ["Nordstrom Expands Parental Leave Benefits."](#) The Seattle Times. The Seattle Times Company, 08 May 2017. Web. 09 May 2017.

5 Samaniego, Danielle. ["Levi Strauss & Co. Expands Parental Leave for U.S. Employees."](#) Levi Strauss. Levi Strauss, 09 Dec. 2016. Web. 09 May 2017.

6 Tu, Janet I. ["Nordstrom Expands Parental Leave Benefits."](#) The Seattle Times. The Seattle Times Company, 08 May 2017. Web. 09 May 2017.

7 Fares, Melissa. ["Nike Expands, Adds to Its Paid Family Leave."](#) Reuters. Reuters Business, 11 May 2016. Web. 09 May 2017.

8 Roberts, Deon. ["Bank of America Expands Paid Leave for Parents."](#) The Charlotte Observer. The Charlotte Observer, 30 Mar. 2016. Web. 09 May 2017.

9 Roberts, Deon. ["Wells Fargo to Provide Paid Parental Leave for First Time."](#) The Charlotte Observer. The Charlotte Observer, 7 Apr. 2016. Web. 09 May 2017.

10 ["Disability Coverage."](#) (n.d.): n. pag. Citi, 1 Jan. 2017. Web.

11 ["Hilton Launches New Industry-Leading Parental Leave Policies."](#) Hilton Newsroom. Hilton, 12 Jan. 2016. Web. 09 May 2017.

12 Apple Insider Staff. ["Apple Overhauls Employee Benefits with Longer Parental Leave, Improved Education Reimbursements."](#) Apple Insider. Apple Insider, 2 Oct. 2014. Web. 9 May 2017.

13 Appelbaum, Eileen, and Ruth Milkman. ["Leaves That Pay: Employer and Worker Experiences with Paid Family Leave in California"](#) Center for Economic Policy and Research. CEPR, 2011. Web.

## Paid leave at Walmart

Walmart is the largest retailer in the United States, and the largest employer of women and seniors. The retail giant employs 1.4 million people across the country—1% of the entire U.S. working population<sup>1</sup>.

“I adopted my 5 year old while working at Walmart and not having paid family leave when I did made it difficult to take care of my child, especially when she got sick . When you adopt a child, the court only allows you to be the one to take them to doctors and get them treated. I tried to make appointments during my time off or switch schedules with a coworker, but it was not always possible. I’ve got in trouble for taking my child to surgery and for well baby check-ups and I’m worried I’ll get fired if I need to take her to more appointments.”

—April Barlette, Walmart Associate for 3 years in Dunnellon, FL

“I took unpaid leave right after my daughter was born, but soon had to go back to work when my baby was six weeks old. When I went back to work I lost my ability to breastfeed her – my milk dried up because I couldn’t pump regularly at Walmart. I had wanted to exclusively breastfeed because I know it is healthier, but also because my daughter was born with acid reflux and my doctor said breast milk would help. As soon as I started using formula, her acid reflux got worse and the doctor made me start giving her medicine.”

—Regina Mays, Walmart employee, High Point, NC

Walmart currently provides significantly less paid parental leave to their 1.2 million retail workers across the country—and only offers the benefit to those who work full time<sup>2</sup>. Walmart associates allege that the company makes it difficult for them to reach the threshold of “full time” by refusing to schedule additional hours—thus also hindering access to unpaid leave through the Family Medical Leave Act.

This has particularly significant implications for communities of color. 42% of Associates in the Walmart U.S. workforce are people of color, up from 39% two years earlier. Further, Black/African-Americans or Latinos are three times more likely to be a service worker versus corporate professionals at Walmart<sup>3</sup>.

1 Blodget, Henry. [“Walmart Employs 1% Of America. Should It Be Forced To Pay Its Employees More?”](#) Business Insider. Business Insider, 20 Sept. 2010. Web. 09 May 2017.

2 [“More Than One Million Walmart Associates to Receive Pay Increase in 2016.”](#) Walmart News. Walmart, Jan. 2016. Web. 09 May 2017.

3 (CDI Report 2016).

## WHY PAID LEAVE MATTERS: the impact on low-income families.

### HEALTH

The research shows that the impact of paid leave extends far beyond the workplace to critical health outcomes for babies and parents. A 2011 study showed that ten additional weeks of paid leave could reduce infant mortality by as much as 10 percent<sup>1</sup>. The United States has the highest infant mortality rate of all wealthy countries in the world<sup>2</sup>. The racial health disparity implications of this are serious—the infant mortality rate of African American infants in the U.S. is already 2.4 times higher than that of white infants<sup>3</sup>.

10 additional weeks of paid leave could reduce infant mortality by as much as 10 percent

Data from the past decade of statewide paid family leave in California reveal that paid family leave doubled the median duration of breastfeeding for all new mothers who used it (from five weeks to 11 weeks)<sup>4</sup>. The Centers for Disease Control & Prevention report that “babies who are breastfed have reduced risks of ear and respiratory infections, asthma, sudden infant death syndrome (SIDS), diabetes, and obesity.”<sup>5</sup>

Studies show higher education, IQ, and income levels in adulthood for children whose mothers took maternity leave, with the biggest effect found in children from lower-educated households<sup>6</sup>.

Paid family leave has also been shown to increase well-baby doctor visits and vaccinations, because parents are able to take children to the doctor more regularly<sup>7</sup>. And, women who take longer maternity leaves report an overall improvement in mental health, fewer depressive symptoms, and a reduction in severe depression<sup>8</sup>.

1 Heymann, Jody (2011). [“Creating and Using New Data Sources to Analyze the Relationship Between Social Policy and Global Health: The Case of Maternal Leave.”](#)

2 Ingraham, Christopher. [“Our Infant Mortality Rate Is a National Embarrassment.”](#) The Washington Post. WP Company, 29 Sept. 2014. Web. 09 May 2017.

3 [“African-American Women and Their Babies at a Higher Risk for Pregnancy and Birth Complications.”](#) (n.d.): n. pag. Center for Disease Control and Prevention. CDC. Web.

4 Appelbaum, Eileen, and Ruth Milkman. [“Leaves That Pay: Employer and Worker Experiences with Paid Family Leave in California.”](#) Center for Economic Policy and Research. CEPR, 2011. Web.

5 [“Hospital Actions Affect Breastfeeding.”](#) Centers for Disease Control and Prevention. Centers for Disease Control and Prevention, 06 Oct. 2015. Web. 09 May 2017.

6 Carneiro, Peter, Katrine V. Løken, and Kjell G. Salvanes. [“A Flying Start? Maternity Leave Benefits and Long Run Outcomes of Children.”](#) IZA. IZA, June 2011. Web. 9 May 2017.

7 Berger, Lawrence M., Jennifer Hill, and Jane Waldfogel. [“Maternity Leave, Early Maternal Employment and Child Health and Development in the US.”](#) The Economic Journal. Blackwell Publishing Ltd, 27 Jan. 2005. Web. 09 May 2017.

8 Avendano, Mauricio, Lisa Berkman, Agar Brugiavini, and Giacomo Pasini. [“The Long-Run Effect of Maternity Leave Benefits on Mental Health.”](#) Network for Studies on Pensions, Aging, and Retirement. NETSPAR, 2015. Web. 9 May 2017.

## FINANCIAL IMPACT

The pause in income caused by needing to recover from childbirth or needing to provide caregiving is a major challenge for working families. Half of low-income people (<\$30,000) who took parental leave that was not fully paid had to go on public assistance to make up for lost wages<sup>9</sup>.

80% of people who did not take leave would have if it were paid

Almost 80% of working people who did not take leave after a qualifying life event said that they would have taken family leave if it had been paid<sup>10</sup>. Further, 84% of working people with only partially paid leave reported having difficulty paying bills and putting off spending when they did take time off—delaying paying rent or buying groceries<sup>11</sup>.

Low-income people are less likely to be able to outsource caregiving responsibilities to paid caregivers. This results in low wage working people, in particular mothers, dropping out of the workforce<sup>12</sup>. Unpredictable work schedules aggravate the problem, making it challenging to arrange childcare, or even schedule appointments to take children to the doctor<sup>13</sup>.

## A NOTE ON DISCRIMINATION:

While the scope of this report focuses on the discrepancies in paid family leave policies for different classes of workers — highlighting the ways in which lower-wage workers are left out — it bears noting that corporate paid family leave policies are unequal in many other ways.

Many of the companies that are listed here as having equal policies for corporate and hourly workers still provide substantially more leave for birth moms than for other parents, discriminating against dads and adoptive parents who want and need equal opportunity to bond with, and care for, their new children.

The data in this report show that low-wage working people are consistently denied the family leave access that their counterparts in corporate headquarters have. Of those low-wage working parents, dads and adoptive parents get the even shorter end of an already short stick. In every instance of confirmed policies that are already unequal between different classes of employees, lower wage dads and adoptive parents do not end up with even a single day of paid family leave.

- 9 Horowitz, Juliana Menasce, Kim Parker, Nikki Graf, and Gretchen Livingston. "Americans Widely Support Paid Family and Medical Leave, but Differ Over Specific Policies." Pew Research Center's Social & Demographic Trends Project. 23 Mar. 2017. Web. 09 May 2017.
- 10 Boushey, Heather, and Sarah Jane Glynn. "The Effects of Paid Family and Medical Leave on Employment Stability and Economic Security." Center for American Progress. Center for American Progress, Apr. 2012. Web. 9 May 2017.
- 11 U.S. Department of Labor. "The Cost of Doing Nothing." U.S. Department of Labor. U.S. Department of Labor, 4 Sept. 2015. Web. 9 May 2017.
- 12 Gynn, Sarah Jane, Jane Farrell, and Nancy Wu. "The Importance of Preschool and Child Care for Working Mothers." Center for American Progress. Center for American Progress, 8 May 2013. Web. 09 May 2017.
- 13 Golden, Lonnie. "Irregular Work Scheduling and Its Consequences." Economic Policy Institute. Economic Policy Institute, 9 Apr. 2015. Web. 09 May 2017.

## CONCLUSION

In the absence of a national paid family leave policy, the caregiving experiences of most Americans are determined by their employers.

The companies in this report have the ability to drive positive change for millions of Americans, while also boosting their own staff morale, retention, and gender equity. Major employers play a vital role our caregiving crisis. These employers have the opportunity to alleviate a major source of inequality for millions of families by implementing equal policies now, and supporting public policy reform at the national level.

### METHODOLOGY:

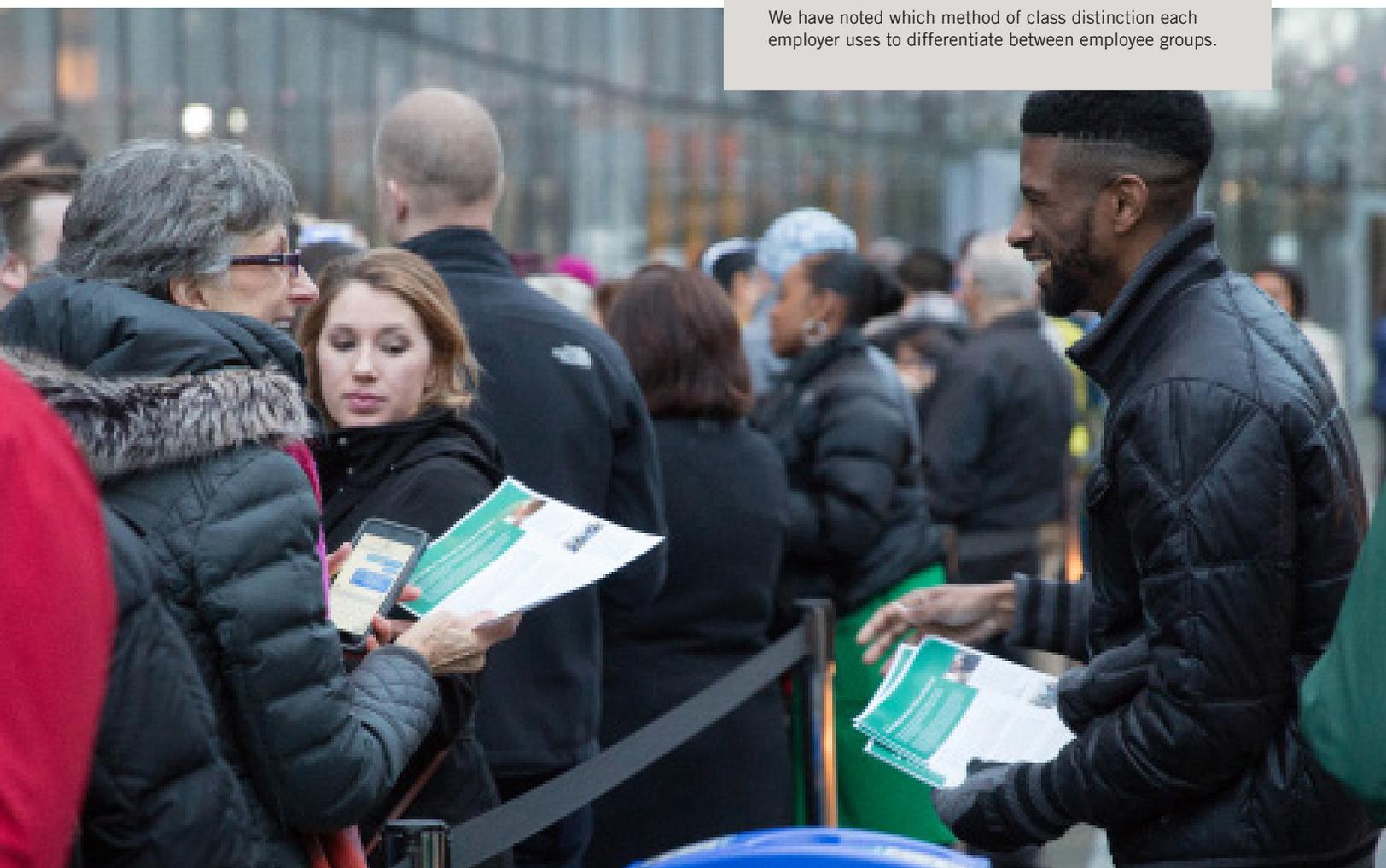
We reached out to top employer companies directly via email. For those who did not immediately respond, we made, at minimum, two additional follow up attempts.

Policies in this report are considered “confirmed” if confirmed through direct communication with a representative of a company, through reporting in a publication of record, or via current (dated 2016 or 2017) documentation of benefits published by the company and found via online research.

During our research it became apparent that companies included in this report make distinctions between classes of employees in a number of ways. Including:

- Employees based in a corporate headquarters office versus those based in field stores or locations
- Salaried or management employees versus hourly employees
- Those covered under collective bargaining contracts versus regular employees
- Employees working full time (30 hours/week or more) or part time (less than 30 hours/week) on average

We have noted which method of class distinction each employer uses to differentiate between employee groups.



## COMPANY DATA

COMPANY	TYPE	BIRTH MOMS	DADS & ADOPTIVE PARENTS	CONFIRMED	# OF EMPLOYEES	SOURCES
Albertsons	Corporate	6–8	0	Yes	164,000	Confirmed by the company
	Hourly	0	0			
Amazon.com	Full Time	20	6	Yes	341,000	<a href="#">Time.com</a>
	Part Time	0	0	Yes		Confirmed by the company
Apple Stores/iTunes	Corporate	12–18	6	Yes	115,000	<a href="#">Apple Insider Fortune</a>
	Field	12–18	6	Yes		
AT&T	Management	2–10	2	Yes	246,740	<a href="#">AT&amp;T</a>
	Union Contract	6–8	0	Yes		Confirmed by the company
Bank of America	Full Time	16	16	Yes	208,000	<a href="#">Charlotte Observer</a>
	Part Time	16	16	Yes		
Citigroup	Corporate	16	8–16	Yes	230,000	<a href="#">Business Insider</a>
	Hourly	—	—			Citi has failed to respond to our inquiries
Costco Wholesale	Corporate	unconfirmed	unconfirmed		\$214,000	<a href="#">Costco</a>
	Hourly	unclear	unclear			
CVS Health	Corporate	6	0	Yes	158,000	Confirmed by the company
	Field	6	0	Yes		Must work 20 hours/week or more on average
Darden Restaurants	Salaried	8	2	Yes	200,000	<a href="#">Think Progress</a>
	Hourly	6–8	0	Yes		Confirmed by the company
Gap	Full Time	6 (up to 65%)	0	Yes	150,000	<a href="#">Gap</a>
	Part Time	unclear	0			
H&M	Corporate	unclear	unclear		148,000	
	Hourly	unclear	unclear			
Hilton Worldwide Holdings	Salaried	10	2	Yes	152,000	<a href="#">Hilton</a>
	Hourly	10	2	Yes		
Ikea	Salaried	16	16	Yes	183,000	<a href="#">USA Today</a>
	Hourly	16	16	Yes		
JPMorgan Chase	Salaried	16	2–16	Yes	250,355	Communication with company
	Hourly	16	2–16	Yes		Communication with company
Kroger	Corporate	6–8	0	Yes	431,000	
	Hourly	3	0			

## COMPANY DATA

COMPANY	TYPE	BIRTH MOMS	DADS & ADOPTIVE PARENTS	CONFIRMED	# OF EMPLOYEES	SOURCES
Levi's	Salaried	14-16	8	Yes	15,000	<a href="#">Levi Strauss</a>
	Hourly	14-16	8	Yes		
Marriott International	Full Time	9	2	Yes	199,929	Confirmed by the company
	Part Time	0	0	Yes		
McDonald's	Management	1	1	Yes	375,000	<a href="#">McDonald's For Me</a> Only available for management employees
	Hourly	0	0	Yes		
Nike	Full Time	14	8	Yes	62,600	<a href="#">Reuters</a>
	Part Time	0	0	Yes		
Neiman Marcus	Corporate	6	0		15,100	From open-source websites, not confirmed by company
	Hourly	Unclear	Unclear			
Nordstrom	Salaried	12	6	Yes	72,500	Confirmed by the company
	Hourly	12	6	Yes		
Publix Super Markets	Salaried	0	0	Yes	200,000	Confirmed by the company
	Hourly	0	0	Yes		
Rite Aid	Corporate	6	Unclear		89,000	<a href="#">Fairy God Boss</a>
	Hourly	Unclear	Unclear			
Staples	Salaried	6	0	Yes	79,075	Confirmed by the company
	Hourly	6	0	Yes		
Starbucks	Corporate	18	12	Yes	155,000	<a href="#">Starbucks</a> Confirmed by the company
	Field	6	0	Yes		
SuperValu	Salaried	6-8	0	Yes	43,542	Confirmed by the company
	Hourly	6-8 (at 60%)	0	Yes		
Target	Salaried	8-10	2	Yes	341,000	<a href="#">Target</a> Confirmed by the company
	Hourly	8-10	2	Yes		
Toys "R" Us	Full Time	2	2	Yes	70,000	Company communication
	Part Time	0	0	Yes		
Trader Joe's	Corporate	Unclear	Unclear		38,000	Company communication
	Hourly	unclear	Unclear			
Verizon Communications	Regular	8-10	2	Yes	162,000	<a href="#">Verizon</a> Company communication
	Union Contract	2-10	2-10	Yes		

## COMPANY DATA

COMPANY	TYPE	BIRTH MOMS	DADS & ADOPTIVE PARENTS	CONFIRMED	# OF EMPLOYEES	SOURCES
Walgreens	Corporate	unclear	0	Yes	247,000	<a href="#">Walgreens</a>
	Hourly	unclear	0			
Walmart	Salaried	10	2	Yes	1,400,000	Confirmed by the company
	Hourly	6-8 (at 50% - 60%)	0	Yes		
Wegmans Food Market	Corporate	unclear	unclear		58,000	
	Hourly	unclear	unclear			
Wells Fargo	Full time	16	4-16	Yes	268,800	<a href="#">Charlotte Observer</a>
	Part Time	16	4-16	Yes		
Whole Foods	Corporate	unclear	unclear		91,000	
	Hourly	unclear	unclear			
Yum! Brands	Corporate	18	6	Yes	505,000	<a href="#">Yum! Brands</a>
	Field	0	0	Yes		

