



August 7, 2019

Mr. Doug McMillon  
CEO  
Walmart Inc.  
702 SW 8th St.  
Bentonville, AR 72716

Dear Mr. McMillon:

As our nation continues to grapple with the twin tragedies in El Paso, Texas, and Dayton, Ohio, educators, their students and families are preparing to go back to school. I can't begin to describe the anxiety they feel— frankly, anxiety you understand all too well, as Walmart is including bulletproof backpacks in its back-to-school merchandise.

We are all too familiar with the threat of gun violence.

This much is clear: While we wait for our lawmakers to act, all of us must do our part to help build a future with fewer guns and safer communities.

That includes Walmart—a company with tremendous market leverage and clout.

We are grateful that you have chosen to take a leadership role in pushing the retail sector to adopt more responsible policies, and we commend you for your decisions to stop selling assault weapons and raising the minimum purchasing age for firearms to 21.

But we are calling on you—the largest retailer in the world—to go even further to keep our students safe from gun violence. Given our nation's incredibly loose and permissive gun laws (and the proven inadequacy of the existing background check system), we are asking you to do everything you can to ensure the safety of your customers, employees and the communities you serve every day.

1. Stop selling guns until (a) we can dramatically raise the standard for gun ownership nationwide and (b) the gun industry reforms its dangerous business practices.
2. Stop making political contributions to lawmakers who receive donations from the National Rifle Association, as these officials are putting us all in harm by refusing to even

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The **American Federation of Teachers** is a union of professionals that champions fairness; democracy; economic opportunity; and high-quality public education, healthcare and public services for our students, their families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.

American Federation  
of Teachers, AFL-CIO

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AFT Teachers  
AFT PSRP  
AFT Higher Education  
AFT Public Employees  
AFT Nurses and Health  
Professionals

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555 New Jersey Ave. N.W.  
Washington, DC 20001  
202-879-4400  
www.aft.org

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consider legislation that would make firearms harder to get. (Five of the top recipients of NRA contributions currently serving in Congress—lawmakers who've received millions of dollars from the gun lobby—have also received contributions from Walmart.)

3. Invest in the communities you serve and support by funding gun buybacks to help get guns off the streets.

4. Use your strength and leverage as the nation's largest employer to convene corporate CEOs and board chairs from around the U.S. to discuss ways in which corporate America can help make this a safer country, with many fewer guns in the hands of the wrong people.

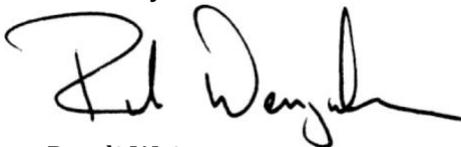
Given your tremendous size and influence, these actions will send a ripple effect through our political system and force our elected officials to break the gridlock and actually advance policies that raise the standard of gun ownership in the United States—policies that an overwhelming majority of Americans support.

Just as important, your decision to stop selling guns absent structural reforms from the gun industry will push gun manufacturers to reform their practice of producing weapons of increased lethality and marketing those arms to our communities. The gun companies will listen to you—they depend on your market reach.

Walmart has millions of customers, and they all should feel safe while shopping. If you choose to act, it could change our national conversation in an instant. And if Walmart continues to provide funding to lawmakers who are standing in the way of gun reform, teachers and students should reconsider doing their back-to-school shopping at your stores.

On behalf of the 1.7 million members of the American Federation of Teachers, their families and their communities, I urge you to consider these remedies and be part of the solution we need right now. I would be happy to meet with you to discuss this further.

Sincerely,

A handwritten signature in black ink, appearing to read "Randi Weingarten". The signature is fluid and cursive, with a large initial "R" and "W".

Randi Weingarten

President, American Federation of Teachers