



## **RESPECT DC Agreement Principles for Community Advancement**

As District of Columbia community stakeholders, we believe that economic development in our city should raise the standard of living among our fellow residents and improve the quality of life in our neighborhoods. We live in a democracy, even if we are denied fundamental voting rights, and are committed to doing everything in our power as citizens to see that economic activity provides broad public benefits within our community, rather than just narrow private profits for out-of-state shareholders and corporate executives.

The desire of Walmart to open four stores in DC presents a unique challenge and opportunity for those of us dedicated to living wages and healthy communities. As the largest retailer in the world and the largest employer in America, Walmart has unmatched power to shape markets and local economies. At the same time, Walmart has notably failed to fulfill voluntary, verbal commitments it has made to other communities. For these reasons — and because this approach has been utilized successfully with other employers — we believe Walmart should only be permitted to operate in DC if it signs an enforceable community benefits agreement.

What follows are principles for this enforceable community benefits agreement with Walmart developed by the Living Wages, Healthy Communities Coalition and DC community stakeholders. What we call the “**Respect DC Agreement**,” lays the basis for open, transparent negotiations with Walmart on *community issues* important to DC residents and business owners. It also includes safeguards for vulnerable communities -- disabled DC residents, rehabilitated ex-offenders residing in DC, homeless DC residents, and veterans of the U.S. armed forces residing in DC. While issuing this executive summary now, the Living Wages, Healthy Communities Coalition is still soliciting community input on finalizing an enforceable agreement for Walmart and the coalition to negotiate and sign.

1) **Quality of Life** — The enforceable community benefits agreement will include the following provisions designed to address concerns raised residents and neighbors of the proposed new stores:

### **Traffic/Transportation/Infrastructure provisions include:**

- Walmart will fund all infrastructure improvements made necessary by its stores based on assessments by the DC government.
- Walmart will provide free shuttle transportation to and from the nearest metro station to each DC store every 10 minutes.
- Walmart will provide \$50/month in public transportation subsidies to each employee of its DC stores.
- Walmart will commit to responsible traffic alleviation studies and measures that promote walkability and increase the quality of life for residents.

**Parking provisions include:**

- Walmart will provide between 1 and 2.5 free or low-priced parking spaces per 1000 square feet of building space per store location. \
- Walmart will provide secure, accessible bicycle parking for workers and visitors consistent with DC’s draft zoning regulations on bicycle parking.
- Walmart will work to provide secure car sharing and bike sharing at each of its stores.

**Security provisions include:**

- Walmart shall employ no less than two off-duty DC police officers on its premises at all times, stationed in locations determined by input from a community advisory board in the ward where the store is located.
- Walmart shall not sell firearms or ammunition at its DC stores.

2) **Standard of Living** — The enforceable community benefits agreement will include the following provisions designed to prevent the negative wage and employment impact Walmart stores in other locations have been proven to have:

**Employment Standard provisions include:**

- Walmart will pay every employee in its DC stores the DC Living Wage rate or higher as defined by the Living Wage Act of 2006 or any successor law.
- Walmart will employ at least 65 percent of the employees at each of its DC stores on a full-time, 40 hour per week basis.
- Walmart will not inquire about previous criminal convictions in its job application forms
- Walmart will abide by a code of conduct with regard to its employees’ freedom to choose a voice on the job without interference from their employer.

**Training Programs and Local Hiring provisions include:**

- Walmart will fund workforce training programs for DC residents to be determined in consultation with a community stakeholder advisory council.
- These training programs shall target DC residents, with a special focus on disabled DC residents, ex-offenders residing in DC, homeless DC residents, and veterans of the U.S. Armed Forces residing in DC.
- Walmart will use these training programs as its primary avenue for hiring DC residents
- Walmart will use first source hiring: at least **40%** percent of its employees at each store will be residents of the ward where that store is located and **at least 75%** percent will be DC residents.

**Responsible, Local Contracting provisions include:**

- Walmart will ensure that all of its DC stores are constructed with project labor agreements negotiated between unions in the Building Trades Council.
- Walmart will ensure that it contracts with vendors, advertising agencies, and other service providers (such as janitorial and maintenance service providers) that are locally-based, and that agree to binding “responsible contractor” codes of conduct, to be defined by community stakeholders.

### **Support for Small Business provisions include:**

- Walmart will provide ongoing contributions to a fund managed by a council of community stakeholders that will provide incentives and support to DC small businesses in the wards where Walmart locates its stores, with amounts to be determined in consultation with community stakeholders.
- Walmart will provide advertising and business opportunities to DC small businesses to be determined in consultation with community stakeholders.

3) **Healthy Communities** — The enforceable community benefits agreement will include the following provisions designed to ensure that its stores have a positive impact on surrounding neighborhoods, the city as a whole, and the region:

### **Environmental provisions include:**

- Walmart will abide by the District's Green Building Act requirements that go into effect for private developments in 2012
- Walmart shall match stormwater retention standards for Federal buildings in DC, through use of green infrastructure techniques to help clean up area rivers and creeks.
- Walmart will work closely with the District Department of the Environment and the Sustainable Energy Utility to develop a climate action plan for DC stores that is worthy of our nation's capital city and its communities.
- Walmart will abide by architectural standards developed in consultation with community stakeholders including building in conformity with area historical preservation standards, erecting noise barriers between its stores and nearby homes, and funding the development of green spaces and parks near its DC stores

### **Community Support provisions include:**

- Walmart will provide, on a per-store basis, ongoing funding for community funds controlled by community advisory councils.
- These funds will be designated for use by education programs, programs for elderly DC residents, faith-based programs, and other programs to be determined by community stakeholders.

**Living Wages, Healthy Communities** is a coalition of grassroots-based organizations, pastors, workers, environmentalists, parents, students and community members concerned about the quality of life in DC's communities and committed to securing decent, living wage jobs.

*Current members of the Living Wages, Healthy Communities Coalition are the DC Employment Justice Center, DC Environmental Network, DC Federation of Civic Associations, DC Jobs with Justice, DC Jobs Council, First Rising Mt. Zion Baptist Church, Florida Avenue Baptist Church, Gray Panthers of Metro Washington, Israel Baptist Church, Jews United for Justice, Metro Washington Labor Council, New Prospect Family Life Center, ONE DC, Pennsylvania Ave Baptist Church, Restaurant Opportunities Center of DC, UFCW Local 400, Ward Four Thrives, and Wider Opportunities for Women.*