

Attendance/Punctuality Policy - [REDACTED]

Updated: October 15, 2016

One of Walmart's basic beliefs is service to our customers. In order to provide extraordinary customer service, we must have the right associate, in the right place, at the right time. To accomplish this, as a Walmart hourly store associate, you should be both punctual and present for all scheduled shifts. We understand that you may have to miss work on occasion. However, regular and punctual attendance is a required and essential function of each associate's job. If you have excessive absences or incomplete shifts (arriving late or leaving early), you may be subject to termination. When possible, you should schedule time off in advance to avoid negatively affecting other associates, customers, and the company.

This policy applies to all hourly associates who work for Wal-Mart Stores, Inc., or one of its subsidiary companies, [REDACTED] except for Field Logistics, Home Office and Sam's Club associates.

Responsibility to Notify Management

You must make every effort to report absences or late arrivals (tardies) at least one hour prior to your scheduled start time, unless it would be unreasonable to expect you to report the absence due to circumstances outside of your control. Absences or late arrivals must be reported by calling the Associate Information Line call-in number at 800-775-5944 or by using the Report an Absence form available on WalmartOne. Failure to report absences or late arrivals through one of these two methods will result in your absence or late arrival counted as a No Call/No Show (see chart below).

The Associate Information Line and the Report an Absence form will generate a unique confirmation number. You should retain this confirmation number in case your HR representative needs it when you return to work. Reporting an absence or late arrival does not mean that it will be Authorized (see below). If you are unable to use one of the two methods described above, you may have another person report your absence or late arrival. If the Associate Information Line and the Report an Absence form on WalmartOne are not available for your store for any reason, you must report all absences and late arrivals directly to a member of management.

Types of Absences

Authorized Absences

If you are absent from a scheduled shift or work an incomplete shift for a reason that is Authorized, the absence/incomplete shift will not be considered part of your attendance record and will not result in disciplinary action. The types of Authorized absences are:

Bereavement (/beachhead/us_en_wire_kc_content?content_id=a0Gi00000075uhmEAA)

Jury duty (/beachhead/us_en_wire_kc_content?content_id=a0Gi00000075uhmEAA)

Reasonable accommodation (/beachhead/us_en_wire_kc_content?content_id=a0Gi00000075xt3EAA)

Community emergency volunteer time (/beachhead/us_en_wire_kc_content?content_id=a0Gi00000075uhmEAA)

Natural disasters, such as hurricanes, earthquakes, blizzards or tornadoes (/beachhead/us_en_wire_kc_content?content_id=a0Gi00000075hbHEAQ)

Voting time (/beachhead/us_en_wire_kc_content?content_id=a0Gi00000075uhmEAA)

Extraordinary circumstances approved by MHRM

Walmart Attendance Policy 2014

**Venkat Sumantran, Charles Fine, David
Gonsalvez**

A red circular graphic with a gradient, appearing as a partial circle or a thick curved line, located to the right of the authors' names.

Walmart Attendance Policy 2014:

Research in Personnel and Human Resources Management M. Ronald Buckley,Anthony R. Wheeler,John E. Baur,Jonathon R. B. Halbesleben,2022-10-04 Volume 40 of Research in Personnel and Human Resources Management offers several original scholarly contributions written by thought leaders in the field of human resources management Walmart in the Global South Carolina Bank Muñoz,Bridget Kenny,Antonio Stecher,2018-05-02 As the largest private employer in the world Walmart dominates media and academic debate about the global expansion of transnational retail corporations and the working conditions in retail operations and across the supply chain Yet far from being a monolithic force conquering the world Walmart must confront and adapt to diverse policies and practices pertaining to regulation economy history union organization preexisting labor cultures and civil society in every country into which it enters This transnational aspect of the Walmart story including the diversity and flexibility of its strategies and practices outside the United States is mostly unreported Walmart in the Global South presents empirical case studies of Walmart s labor practices and supply chain operations in a number of countries including Chile Brazil Argentina Nicaragua Mexico South Africa and Thailand It assesses the similarities and differences in Walmart s acceptance into varying national contexts which reveals when and how state regulation and politics have served to redirect company practice and to what effect Regulatory context state politics trade unions local cultures and global labor solidarity emerge as vectors with very different force around the world The volume s contributors show how and why foreign workers have successfully though not uniformly driven changes in Walmart s corporate culture This makes Walmart in the Global South a practical guide for organizations that promote social justice and engage in worker struggles including unions worker centers and other nonprofit entities This Fight Is Our Fight Elizabeth Warren,2017-04-18 1 New York Times bestseller The fiery U S Senator from Massachusetts and bestselling author offers a passionate inspiring book about why our middle class is under siege and how we can win the fight to save it Senator Elizabeth Warren has long been an outspoken champion of America s middle class and by the time the people of Massachusetts elected her in 2012 she had become one of the country s leading progressive voices Now at a perilous moment for our nation she has written a book that is at once an illuminating account of how we built the strongest middle class in history a scathing indictment of those who have spent the past thirty five years undermining working families and a rousing call to action Warren grew up in Oklahoma and she s never forgotten how difficult it was for her mother and father to hold on at the ragged edge of the middle class An educational system that offered opportunities for all made it possible for her to achieve her dream of going to college becoming a teacher and later attending law school But now for many these kinds of opportunities are gone and a government that once looked out for working families is instead captive to the rich and powerful Seventy five years ago President Franklin Roosevelt and his New Deal ushered in an age of widespread prosperity in the 1980s President Ronald Reagan reversed course and sold the country on the disastrous fiction called trickle down

economics Now with the election of Donald Trump a con artist who promised to drain the swamp of special interests and then surrounded himself with billionaires and lobbyists the middle class is being pushed ever closer to collapse Written in the candid high spirited voice that is Warren s trademark This Fight Is Our Fight tells eye opening stories about her battles in the Senate and vividly describes the experiences of hard working Americans who have too often been given the short end of the stick Elizabeth Warren has had enough of phony promises and a government that no longer serves its people she won t sit down she won t be silenced and she will fight back

Periods Gone Public Jennifer Weiss-Wolf,2017-10-10 The first book to explore menstruation in the current cultural and political landscape and to investigate the new wave of period activism taking the world by storm After centuries of being shrouded in taboo and superstition periods have gone mainstream Seemingly overnight a new high profile movement has emerged one dedicated to bold activism creative product innovation and smart policy advocacy to address the centrality of menstruation in relation to core issues of gender equality and equity In **Periods Gone Public** Jennifer Weiss Wolf the woman Bustle dubbed one of the nation s badass menstrual activists explores why periods have become a prominent political cause From eliminating the tampon tax to enacting new laws ensuring access to affordable safe products menstruation is no longer something to whisper about Weiss Wolf shares her firsthand account in the fight for period equity and introduces readers to the leaders pioneers and everyday people who are making change happen From societal attitudes of periods throughout history in the United States and around the world to grassroots activism and product innovation Weiss Wolf challenges readers to face stigma head on and elevate an agenda that recognizes both the power and the absolute normalcy of menstruation

Faster, Smarter, Greener Venkat Sumantran,Charles Fine,David Gonsalvez,2018-09-11 A call to redefine mobility so that it is connected heterogeneous intelligent and personalized as well as sustainable adaptable and city friendly The twentieth century was the century of the automobile the twenty first will see mobility dramatically re envisioned Automobiles altered cityscapes boosted economies and made personal mobility efficient and convenient for many We had a century long love affair with the car But today people are more attached to their smartphones than their cars Cars are not always the quickest mode of travel in cities and emissions from the rapidly growing number of cars threaten the planet This book by three experts from industry and academia envisions a new world of mobility that is connected heterogeneous intelligent and personalized the CHIP architecture The authors describe the changes that are coming City administrators are shifting from designing cities for cars to designing cities for people Nations and cities will increasingly employ targeted user fees and offer subsidies to nudge consumers toward more sustainable modes The sharing economy is coaxing many consumers to shift from being owners of assets to being users of services The auto industry is responding with connected cars that double as virtual travel assistants and by introducing autonomous driving The CHIP architecture embodies an integrated multimode mobility system that builds on ubiquitous connectivity electrified and autonomous vehicles and a marketplace open to innovation and entrepreneurship Consumers will

exercise choice on the basis of user experience and efficiency aided by intelligent advisors accessible through their mobile devices An innovative mobility architecture reconfigured for this century is a social and economic necessity this book charts a course for achieving it

Strategic Training and Development Robyn A. Berkley, David M. Kaplan, 2019-07-31 People are the most important resource for today's organizations Organizations must invest in their employees to sustain a competitive advantage and achieve their strategic objectives Strategic Training and Development translates theory and research into best practices for improving employee knowledge skills and behaviors in the workplace Authors Robyn A Berkley and David M Kaplan take a holistic and experiential approach providing ample practice opportunities for students A strong focus on technology ethics legal issues diversity and inclusion and succession helps prepare students to succeed in today's business environment

Rural Health Disparities Monica M. Taylor, 2019-03-20 This innovative resource offers a unique multidisciplinary approach for the utilization of planning theory to eliminate health disparities in rural communities The book provides tools in the public health policy and planning disciplines to help resolve significant differences in life expectancy and quality of life in these communities concluding with a progressive vision for alleviating geographical health disparities on a local national and global scale Chapters highlight models and approaches best suited to addressing this public health concern suggesting action strategies focused around each of the three focus areas 1 Public health Elucidation of the contextual factors impacting the health of rural communities by reporting statistical updates on a range of chronic and infectious diseases that disproportionately affect rural populations both globally and in the U S providing discourse on the importance of addressing critical social determinants global and national that impede optimal health outcomes among rural populations and acknowledging the compositional factors of individuals who reside in rural spaces 2 Public policy Application of specific policy models to garner both public and political will towards sustainable policy change to improve healthy living in rural spaces 3 Rural planning Identification of national and international planning models that can be used to design strategic plans targeted to improve quality of life create sustainable development and establish economic well being and growth in rural communities Rural Health Disparities Public Health Policy and Planning Approaches will find an engaged audience among non profit organizations planners public health practitioners policy analysts and public interest groups as well as rural health advocates and students enrolled in planning public policy and or public health courses

OECD Territorial Reviews: Morelos, Mexico OECD, 2017-06-21 This review examines how Morelos seeking to boost its economy particularly through inclusive growth policies such as enhancing human capital and promoting innovation It highlights areas of untapped potential for economic growth and suggests ways to address governance challenges

Social Psychology Saul Kassin, Steven Fein, Hazel Rose Markus, 2024-02-13 Social Psychology Twelfth Edition engages students with the dynamic field of social psychology encouraging exploration of personal passions from sports to politics while providing insights into the scientific principles that underpin daily interactions and behaviors dispelling misconceptions and demonstrating social

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