

WAREHOUSES IN INLAND SOUTHERN CALIFORNIA: PROBLEMS AND SOLUTIONS



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OUR FINDINGS: WORKING CONDITIONS

Abuse of temporary employment as a way to reduce liability

Large 3pl operations in Walmart system are among the worst

Lack of benefits common, exacerbates harm and shifts health costs to county and state

Workplace injuries and hazards are common- 8 facilities covering over 2000 cited in the region with major violations



WAGE AND HOUR

Major facilities employing 50-100% temps at minimum wage with no benefits

Workers at minimum wage facing systemic wage theft- waiting time, short or missing lunches/breaks

Major wage theft among piece rates at Walmart facilities



SCHNEIDER LOGISTICS VS. CARRILLO

- Largest Walmart warehouse in the West, second only to Schneider in Joliet, IL. 300+ workers.
- Piece work violations- Schneider jointly with two loading/unloading agencies.
- 16 hour days, 7 days/week, 362 days/year for 10 years
- No overtime- over 8 in a day or 40 in a week
- Piece rate per container often resulted in less than Federal minimum wage
- Retaliation for asking for full check
- Joint against Schneider and staffing agencies. Actions
- Citations from DLSE- Recordkeeping and paystubs
- Culture of fear and retaliation makes reporting, even collecting evidence difficult- Rogers Premier firing

HEALTH AND SAFETY

Injuries underreported, 300 logs blank

Dangerous/Unmaintained Machinery

Lack of training, especially for temps

**Workers reporting injuries laid
off/intimidated**



