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Contact: Laurie Kretchmar, 650.274.8497 laurie [at] lauriekretchmar [dot] com

## Equal Rights Advocates Continues to Fight for Justice in Dukes v. Wal-Mart Case

SAN FRANCISCO, Oct. 27, 2011 – Equal Rights Advocates joined co-counsel today in announcing a new chapter in the 10-year-old gender discrimination case known as Dukes v. Wal-Mart.

The attorneys filed an amended complaint in U.S. District Court, Northern District of California, alleging strong evidence that Wal-Mart Stores, Inc., discriminated against female employees in stores throughout California.

Arcelia Hurtado, executive director of Equal Rights Advocates, described a culture of discrimination against women. A lack of formal pay and promotion policies encouraged a 'good old boy's' network throughout Wal-Mart's California Regions, she said. "Notice of promotions often was word-of-mouth and women who clearly had the experience to become store managers were passed over time and time again. We are confident that our case in California will help put these practices to an end, and lead to fair and just compensation for Wal-Mart's women workers."

ERA, a nonprofit legal organization, has been fighting on behalf of the women of Wal-Mart since Day 1, notes Hurtado. The case was filed in 2001. In 2004, the District Court certified Dukes v. Wal-Mart as a national class of female employees challenging store pay and management promotion practices. The U.S. Supreme Court in June 2011 reversed the lower Court's decision and issued new guidelines for class actions in employment discrimination cases.

The Supreme Court did not rule on the merits of the case, nor did it preclude class actions, noted Hurtado. "Betty Dukes, Edith Arana and the other named plaintiffs deserve their day in court," she said.

Other attorneys representing plaintiffs include the Impact Fund, Berkeley, Calif.; Cohen Milstein Sellers & Toll, PLLC, Washington, D.C.; Davis Cowell & Bowe, LLP, San Francisco, Calif.; Public Justice Center, Baltimore, Md.; and Tinkler Law Firm and the Bennett Firm, Santa Fe, N.M.

For more information on the case, visit [www.walmartclass.com](http://www.walmartclass.com).

### About ERA

Equal Rights Advocates (ERA), founded in 1974, is a national civil rights organization dedicated to protecting and expanding economic and educational access and opportunities for women and girls. Through its campaign approach—incorporating public education, legislative advocacy, and litigation—ERA seeks to assist women and girls throughout a life-long continuum: ensuring equality in their educational experience, combating sex discrimination in the workforce, and advocating for workplaces hospitable to working families. For more information, see [equalrights.org](http://equalrights.org).