

Dear Chipotle Manager,

Chipotle Mexican Grill has been presented with the opportunity to foster real social responsibility in its tomato supply chain by working with the Coalition of Immokalee Workers (CIW), an internationally-recognized farmworker organization lauded for its work defending basic human rights. Chipotle, unfortunately, has yet to seize on this opportunity.



Tomato pickers in Florida face deplorable conditions, including:

- **Sub-poverty wages** - Tomato pickers make, on average, \$10,000/year;
- **No raise in nearly 30 years** - Pickers are paid virtually the same per bucket piece rate (roughly 45 cents per 32 lb. bucket) today as they were in 1980. At today's rate, workers have to pick nearly 2.5 TONS of tomatoes just to earn minimum wage for a typical 10-hr day;
- **Denial of fundamental labor rights** - Farmworkers in Florida have no right to overtime pay, even when working 60-70 hour weeks, and no right to organize or bargain collectively.

Even worse, **numerous modern-day slavery rings**, in which workers are held against their will and forced to work through violence or threats of violence, continue to operate in the fields. The CIW has assisted the Department of Justice in uncovering, investigating, and successfully prosecuting 6 such cases – involving more than 1,000 workers -- since 1997.

The four largest fast-food companies in the world, as well as sustainable food industry leader Whole Foods Market, have recognized these dehumanizing conditions and moved to address them, giving workers new hope for meaningful reform in the nation's agricultural industry. In 2005, after a 4-year national consumer boycott, Yum Brands (parent company of Taco Bell, KFC, Pizza Hut and others) reached an historic agreement with the CIW to directly improve wages and working conditions in its tomato suppliers' operations by paying a penny more per pound for its tomatoes and working with the CIW to implement an enforceable code of conduct to protect farmworkers' rights. Since then, McDonald's, Burger King, Subway and Whole Foods have followed suit, reaching agreements with the CIW that met and expanded upon the Yum Brands accord. All five food industry leaders have recognized the fact that their high volume purchases of tomatoes give them the leverage they need to demand more humane working conditions in their suppliers' fields.

Chipotle, however, has yet to take similar concrete steps. In late 2008, Chipotle unilaterally declared that it would comply with the CIW's and consumers' calls for social responsibility. Under their plan, Chipotle will review its own code of conduct to decide if any changes are appropriate, will oversee its own payments under its penny per pound plan, and will verify its own compliance with the changes it is proposing. But lacking the transparency, verification, and farmworker participation that are the essential elements of the agreements the CIW has reached with other food industry leaders, Chipotle's plan is just not credible. Farmworker participation is essential because, unlike the animals that Chipotle has sought to protect, farmworkers have their *own* voice and must be genuine partners in change. Until Chipotle decides to work in true partnership with farmworkers themselves, its efforts to end labor abuses where its tomatoes are picked will remain, at best, a public relations answer to a human rights crisis.

Please contact Chipotle Corporate Headquarters in Denver and let them know that you and your customers want them to join with Yum, McDonald's, Burger King, Subway and Whole Foods as leaders in true corporate social responsibility by:

- **Paying a penny more per pound for the tomatoes that Chipotle purchases** and working with the CIW to ensure that this increase is passed along to tomato pickers in the form of increased wages;
- **Working with the CIW to implement an enforceable, human rights-based code of conduct** to ensure fair and safe working conditions for farmworkers in Chipotle's tomato supply chain;
- **Ensuring that farmworkers are involved** in the development, verification and monitoring of all aspects of this agreement.

Thank you.