

Mr. GARDNER. Do you happen to have a copy of this letter of the employer asking the employees to join the Teamsters Union?

Mr. CHAVEZ. Yes.

Mr. GARDNER. Do you have it with you today?

Mr. CHAVEZ. No; we don't have it with us today.

Mr. THOMPSON. The Chair asks unanimous consent that it be provided and be put in the record at this point.

(Letters and sample ballots appear on p. 246.)

Mr. GARDNER. Mr. Chavez, what is the average wage per hour, have you broken it down, for the members of your union?

Mr. CHAVEZ. Yes. There are two ways of determining wages for farmworkers.

One is the hourly rate and the other is the piece rate. There are a lot of conflicting views on the piece rate. No one will probably agree on what rate of pay is when they are working piece rate.

Now, on the hourly rate, the wages are at this point in Delano around \$1.40 an hour except where we have contracts. Under the contracts we have risen 15 cents to 25 cents an hour, so we are up to \$1.65 minimum.

Mr. GARDNER. Is this the highest contract you have?

Mr. CHAVEZ. \$1.75 is the highest minimum wage that we have.

Mr. GARDNER. One other question.

Do you know, to your knowledge, of any increase in retail prices of the DiGiorgio products since they have become unionized?

Mr. CHAVEZ. No; we don't. We are aware that as a result of our consumer boycott that they were in some difficulty.

Mr. GARDNER. Would you elaborate on that a little bit more?

Mr. CHAVEZ. Well, the boycott was a national, instantaneous thing; many groups got involved. At one point, there were 400 communities with picket lines; in many cases, priests and ministers and sisters and labor leaders and labor people were involved; so the products that we were boycotting suffered, I think—the labels at least got a very bad name.

As a consequence of that boycott we found in the DiGiorgio report to the stockholders that there was a loss of about a million and a half dollars and he attributes this to a large extent on the labor difficulties on the farms.

Mr. GARDNER. But you know of no significant increase in retail prices?

Mr. CHAVEZ. I am not aware of that; no.

Mr. GARDNER. Thank you very much.

Mr. THOMPSON. Well, DiGiorgio is still competitive; isn't it?

Mr. CHAVEZ. I am sorry.

Mr. THOMPSON. It is competitive in price?

Mr. CHAVEZ. Yes; sure. So is Schenley.

Mr. THOMPSON. Mr. O'Hara.

Mr. O'HARA. Mr. Chavez, I heard you mention in your statement something about some dealings you had with the National Labor Relations Board in connection with an alleged secondary boycott.

Did I hear correctly?

Mr. CHAVEZ. Yes. This came about as a result of our engagement in a consumer boycott in front of the Mayfair Stores in California and in Arizona. The Mayfair Stores went to the Board and complained