


So If You Can't Do It All  
Get Some Employees



Once You Decide To Hire Employees  
There are Of Course Some Issues To Deal With

Would you Employ this Person?



## 2005 Summer Crew



## Japanese Agricultural Trainees



## Employee Turnover

Seasonal Picking Crew: 80% Rehired,  
Some for over 30 Years

Summer Help: New Hires to 10 years experience  
Some Families send each child in succession

## Employees

- Manual Laborers
- Equipment Operators
- Crew Bosses
- Market Workers
- Custom Operators



## Cherry Picking Boss 1973



## Family always Picked



Economy of Scale Required Expansion  
thus Requiring Additional Harvest Help

## If You Ask, You Will Find That



Everyone is a Tractor Driver !

The More Eager Someone is to Drive Equipment –  
The Less Willing I Am to Let Them



To Operate Or Work Around Farm Equipment  
One Must Respect and Maybe Fear Its' Power

## Tractor Mounted Forklifts



Much of Our Harvest Equipment is Used Close To People  
And in Very Tight Quarters

## Hay Equipment



## Tillage



## Vegetable Planting



Volunteer Labor?

## Planting Hay



## Delivering grass/alfalfa hay



## Most Dangerous Pieces Of Equipment ?



Chain Saws  
Ladders

## Employee Training

It's Not Like the Old Days

Train Your Employees  
Or  
Don't Let Them Do the Job



## Accidents Will Still Happen!



Some Will be Personal Tragedies

## Some Accidents Just Make You Want To Pull Your Hair Out!



Mistakes, some are more costly than others!



## Labor Contractors?



Cherry Harvest – One Time in Early 70's  
Never Again

## If Something Goes Wrong, Who Ends Up Paying?



You – the Farmer – Pays  
So, I Don't Delegate Supervising Employee Performance  
To Someone with Little or No Interest in the Outcome

## Positives of Labor Contractors

Workforce Recruited For You  
No Direct Communication with Workers Required  
Usually Payroll and Payroll Taxes Paid by Contractor

## Negatives Of Farm Labor Contractors

Individual Workers Don't Answer to You  
Crew is only as Good as the Supervisor  
May Not be Available When You Need Them  
Individual Workers Lack Incentive for Quality Work  
Possible Resentment by Your Workers

## What Do We Do?

Hire the Best People You Can Find  
Pay Them As Well As You Can  
Remember They Have Their Own Lives and Dreams  
Treat Them as You Would Friends and Family  
Let Them Know You Appreciate Their Efforts  
Give Them Some Responsibility

