

DUARTE ORCHARDS

2019 Outline of Summer Employment Opportunities

Hello and thank you for your interest in working for us.

This document is intended to give you a brief introduction of our orchard operation, what kind of employment we provide, and what our expectations are towards our employees. We hope it answers most of your questions. If not, please do not hesitate to contact us by email, at sharonsnelling@hotmail.com

Who are we ?

Duarte Orchards produce and package world-class premium cherries under the SO FRESH label. We have approximately 20 acres in the production of large, late maturing cherry cultivars. The varieties we grow include Satins, Lapins, Skeenas, Sweethearts, Kootenays and Staccatos. They have all been developed by the Canadian research program at PARC in Summerland, B.C. and are well known for their exceptional qualities. Harvest normally runs from the first week of July through the first week of August, although this varies depending on the weather and how the fruit ripens. Our cherries are all hand packed in our state of the art facility located right on our farm. We provide a custom packing service to other growers as well.

What we want to achieve

Due to the competitive situation in the fruit growing industry, our objective is to be the first-choice supplier of customers demanding premium cherries throughout our growing season. We firmly believe that providing consistent premium fruit will attract a new following of devoted cherry lovers and repeat business. This not only benefits the stakeholders of Duarte Orchards but also our customers, our employees and the final consumer.

Where are we ?

Duarte Orchards is located in the southern part of the Okanagan, 2 miles west from the town of Oliver. The physical address is 5524 Chokecherry Lane, Oliver, BC. We are located next to

Fairview Mountain Golf Course and the old Fairview townsite. It is a quiet rural setting that is about 3 kms from town.

With a population of 5000, Oliver is located 35 minutes from Penticton, 95 minutes from Kelowna and 20 minutes from Osoyoos. There is a full spectrum of services that include a hospital, police, shopping, taxi, fast food outlets and so on. There is a Greyhound terminal in Oliver and the nearest airports are in Penticton and Kelowna. There are plenty of beaches nearby as well as the Okanagan River which meanders through Oliver. Tubing down the river is a popular past time.

Weather

Summers in the South Okanagan are typically hot and dry, not humid. In July and August, afternoon temperatures can easily reach above 40 C and night time temperatures drop to as low as 10 C. June is well known for rain, but July and August are not.

Facilities

Duarte Orchards has a camping area available for our picking and packing staff. The campsites are in a designated grassed area with surrounding shade trees. All workers are required to have their own tent and we recommend a foamy mattress. Facilities are basic but include flush toilets, hot showers and washrooms, and a kitchen complete with electric stoves, fridges, microwave, sinks, prep area, and a cooking utensil inventory that changes from year to year (we recommend that you bring your own). We also have available a clothes washer machine and drying line. The camp is located within walking distance of our packing facility, and all of our cherry blocks.

Although the standard of our facilities is above average of what others provide, the number of workers that it can accommodate is limited. We ask that people cooperate to create a coherent team in regards to standards of cleanliness, mutual respect, and lifestyle.

It is absolutely essential that all common areas are kept clean. Camp cleanliness and worker hygiene are very important issues in today's food production standards. Both, the Canadian Food Inspection Agency and the inspectors of the GlobalGAP standard, are entitled to do site inspections and check that all standards are met.

Sorters

Packing house employees are expected to be at work on time (at your station and ready to start). Sorting is less physically demanding than picking, but is longer hours. You should wear comfortable shoes as you will be standing in one spot for long periods of time. Your supervisor will show you what is expected of you and with team work, the cherries will arrive in the box, clean and sorted. The sorting work season lasts about a month. Whatever fruit is picked in a day has to be sorted, packed and chilled all in the same day.

Pickers

Pickers are expected to show up for work by 5am or first light. Picking is controlled by the days temperature and once it gets too hot, picking will end for the day. This is usually around noon. Cherries are picked into black totes (20lbs), which is the equivalent of 2 pails. Pickers must be careful to place the fruit into buckets and not drop it from heights as this will cause bruising. You are also expected to pick the tree clean and not leave any fruit behind or you will be asked to go back and pick any remaining fruit. We expect the picking season to last approximately 25 days, with a tentative starting date of July 7th, although if the weather is hot and the fruit ripens fast, this start date could be a week earlier.

The cherries ripen quickly and have to be picked as soon as they are of optimum quality. Therefore there are no set days off. There could be a day off due to rain or a variety not ripe enough to harvest, but you should be prepared to work every day if need be. Whatever fruit is picked in a day has to be sorted, packed and chilled all in the same day.

Pay Rates

Sorting rates start at \$12 per hour. This will be raised based upon a person's competence and abilities. Also a \$1 per hour extra will be paid to those who stay to finish the whole season.

Pickers will be paid \$5.50 per black tote. A bonus of an extra \$1 per tote will be paid to those who stay and finish the whole season.

Payroll

All workers are required to fill in a TD 1 form prior to starting work. This form has your name, mailing address, date of birth, s.i.n. number and gives you the option of whether or not you would like income tax deducted. All employees are subjected to E.I (employment insurance) and CPP (Canada Pension Plan) deductions. Wages will be paid in full at the end of the season or when an employee leaves. Up until this time, we will advance up to 80% of earnings if needed.

Vacation pay is included in the rates for picking, however, sorters will be paid an additional 4% of wages as vacation pay.

Grounds for Dismissal

At any time, reasons for dismissal include, but not limited to, using drugs or alcohol during the work day, irregular attendance, creating problems, being disrespectful, harassing others, damaging property or stealing.

Although there is a lot of work to do, with very few days off, we hope that your time spent here will be an enjoyable and memorable experience.