



## Farm Rules for Cherry Picking Employee

### Rules for camping

- Keep the Campsite clean all the time. Garbage and recycling bins are there on site, please use them.
- Only people who are picking cherry for Northern Cherries Inc. are allowed to camp. If anyone who is not picking for this farm is camping will be asked to leave immediately.
- No alcohol allowed at campsite.
- Anyone who leaves garbage or anything (e.g. tent) behind on the farm will have to pay for cleanup from their payroll.
- No dogs allowed at the campsite.
- No car parking in the orchard. Park cars on the side of the orchard.

### Rules for cherry picking and for on-farm activities

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- Picking starts at 5 am (unless special time announced)
- Crew boss JP will give you the location to pick and then trees to pick on the farm.
- All trees are to be picked of all the cherries- **DO NOT BREAK THE BUDS OFF THE TREES. NO ROTTEN CHERRIES IN LUGS. CLEAN PICKING PLEASE!!!** Cherries are to be picked with stems. **NO STEMLESS CHERRY PICKING WILL BE TOLERATED.** Ask JP if you need training.
- Always bring your garbage out from the farm after picking is finished every day. Keep the farm clean from plastic, cans etc.
- **Keep in mind that food safety program is in place and you should:**
  - ✓ **ALWAYS KEEP YOUR NAILS SHORT, SO THAT IT DOES NOT PEEL THE FRUIT SKIN OFF.**
  - ✓ **ALWAYS WASH YOUR HANDS AFTER USING TOILET, EATING FOOD AND BEFORE TOUCHING THE FRUIT AT ANY TIME.**
  - ✓ **NO EATING IN PICKING AREAS.**

- ✓ **Personal effects such as, but no necessarily limited to, food, water, jackets, hats and packs must be controlled at all times so that they do not present risks to food safety.**
  - **Personal effects are not allowed to touch or make contact with the cherries or harvest containers.**
  - **Food is not to be consumed in the area where harvest activities are occurring.**
  - **Food shall only be consumed in designated areas as defined by the crew boss. The exception being water, where workers are permitted to drink water in the area of their work. But are reminded that hands must be washed after drinking and before returning to work.**
    - **Working effects, such as picking containers, must be removed prior to drinking or eating. Also that hands must be washed after drinking, eating or smoking.**
- ✓ **Smoking is only permitted in designated areas as defined by the crew boss. Smoking while picking or smoking in the immediate area where harvest activities are occurring is not permitted.**
- ✓ **Jewelry worn on the hands is not permitted while picking. This includes rings and false fingernails. The wearing of bracelets and watches which can make contact with the produce or harvest containers is not permitted to be worn while picking. These items can only be worn if they are covered with a waterproof covering such as rubber gloves.**
  - ✓ **NO FRUIT FROM THE GROUND INTO PICKING LUG.**
  - ✓ **NO DOGS IN THE FARM!!!!**

#### **DEDUCTIONS FROM PAYROLL –MUST FOR EVERYONE BY REVENUE CANADA RULES**

- **CPP**
- **EI**

**INCOME TAX – WILL BE DEDUCTED ON ALL PAYROLL- REVENUE CANADA RULES.**

**Provide your correct mailing address on the form given to you because it will be used to mail t4 slips.**

Zero tolerance to any misbehave, abuse or harassment towards other pickers, crew boss, general farm workers (ones moving fruit and bins in and out of the farm) or any one. Person will be asked to leave the job immediately.

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### Enforcement and Compliance:

The field supervisor in charge of harvest activities will be monitoring worker compliance with the above noted training. All observations of non-compliances will be reported to the senior management of Northern Cherries Inc.

Worker non-compliance with the training may be subject to disciplinary actions. Repeat offenders may be subject termination of employment. Termination of employment for non-compliance with training may result in the worker's forfeiture of picking bonuses.

**Provide your correct mailing address on the form given to you because it will be used to mail t4 slips.**

**★★Together we can make it a very good picking season.**

Bonus will be paid if you stay till the very last day of picking. No bonus will be paid if you leave any day before picking season. Not one day or one week before the last day.

Always fill your totes, don't give half full totes to collecting workers.

★★★Please contact JP for anything related to picking and farm. He will contact administration. Please DO NOT phone Hardeep / Manjinder for picking /farm questions.

JP is responsible for hiring of employees. He can ask pickers to leave if any problem arises. Hardeep & Manjinder will not interfere in JP's decisions at any time.

**Contact info: JP : 8199932939**