

Job title	Seasonal Cherry Picker
Reports to	Picking Team Leader

Jealous Fruits is the northernmost large scale cherry producer in North America. We grow premium cherries along the shores of Okanagan Lake in the renowned Okanagan Valley of British Columbia, Canada. Our cherries are all hand packed in our state-of-the-art facility, located right on our farm, and shipped to our customers worldwide.

Job purpose

Under the direction of the Team Leader, the Cherry Picker will ensure that the cherries are picked in the orchard, with minimal damage to the tree and to the fruit, while maintaining safety standards.

Duties and responsibilities include but are not limited to:

- Pick the fruit safely without damage to oneself, the fruit, or the tree.
- Move full totes to the loading rows where the tractor will pick them up.
- Take direction from Picking Team Leader and Field QC teams.
- Manage your picker tags.
- Manage your count of totes.
- Take part in Health and Safety training and ongoing ladder training.

Qualifications

- Agility, stamina, able to carry 25 lbs up/down a ladder.
- Good eye for detail and quality assurance.
- Able to take direction from supervisors and management when required.
- Able to work for extended periods of time in a focused, safe, and professional manner.
- Must be a flexible team player who works well in a busy and demanding environment.
- Picking experience an asset but not required, full training is provided.

Working conditions

Our working environment is extremely challenging over a short period of time. Applicants should be aware that this is a farming environment and days off may be limited during our growing and packing season.

- Work hours are not calendar based, but are dependent on crop maturity and weather.
- Most workdays start at 5am and run until early afternoon (picking hours may change to night picking from Late July to end of August – depending on weather).
- Hours per week are variable (40-60+ hours) .
- Applicants must be available until early September.
- Accommodation is available at our campsite environment with cooking, washroom, and shower facilities. Applicants must supply all other camping and cooking gear (*Camp fee applies).
- Pickers are paid by the pound with the average picker earning around \$100-\$250 per day depending on experience and quality.
- Great teamwork environment. Work is conducted outside; it is advisable to be prepared for weather by wearing layers.
- ***Please note*** as a "farm worker" under the Employment Standards Act Overtime, Hours of Work and Statutory Holidays provisions do not apply.

Successful applicants must provide acceptable evidence of being fully immunized against COVID-19 (two doses of Health Canada approved COVID-19 vaccine, plus 14 days after your second vaccination) before a start date can be set.

[Employment Standards Act: definition #farm-workers](#)

General information to be aware of:

- The camp fee rate for 2022 is \$250 for the whole season. Hired employees will receive instructions by email and must pay the fee two weeks after the email is sent or else, they may lose their spot.
- The picking rate is \$0.32/lb (the government rate of \$0.277/lb with the Jealous Fruits bonus of \$0.023/lb), with any hourly picking set at minimum wage (\$15.65/hour). Bonus will be 0.03 cent/lb (so most pickers will make \$0.35/lb. Bonuses are removed for a day only in cases such as poor-quality picking (e.g., too many spurs or branches in totes), poor attitude/disregarding instructions, etc. at the discretion of our picking team supervisors, advised by quality control workers.
- Our pickers strip the trees of all fruit which is sorted for quality and packaged at our plant facility. We encourage all workers to aim for a minimum of 20 totes picked in a standard day (about 2-3 totes/hour – a value approximates to the current minimum wage) – however our most motivated workers can pick over twice that!
- Please note that we have a strict no-pet policy at all our camps, facilities, and orchards due to food safety regulations.
- Due to the current COVID-19 pandemic, we ask that all our employees follow British Columbia's health guidelines. This includes avoiding all non-essential travel, getting tested if feeling unwell, maintaining good hygiene, physical distancing, keeping shared spaces clean, and wearing a face mask when around others or when entering our facilities. Updated information about provincial restrictions can be found at <https://www2.gov.bc.ca/gov/content/covid-19/info/restrictions>

More about what to expect from the job and facilities can be found on our website at www.jealousfruitsrecruitment.com

Job Types: Full-time, Temporary

Contract length: Sept 1/2

Hourly Wage: \$15.65 minimum wage (Minimum wage Piece Rate for picking Cherries 0.277/pound)