

Biringer Farm Picker Employment Information 2008

Hello and thank you for your inquiry. Please allow us to give you an overview of our farm policies for employment purposes and to determine if the job provided is workable for those who wish to apply.

With respect to hiring minors, we appreciate the zeal in which they might have for a first-time job in the real world. We have however, experienced that a high percentage find the work more difficult than they realized and quit soon after they start; therefore, we want to provide a thorough understanding of the challenges in this workplace before applying for this position. In order to help make that first work experience a positive one, we do require that parents' partner with us if we call them to work and attend a one hour orientation.

Employees must be 14 yrs. or older. Pickers are required to fill out four different forms to satisfy National, State and County requirements for employment. Parents will also need to sign pertinent forms. (For minors, call Dept. of Licensing for necessary documents to receive an Identification card).

There are a couple factors that affect the need and/or availability of a workforce at Biringer Farm:

1. When the crop ripens (each crop once ripened lasts approx. 3-4 weeks).
2. When school ends for the summer.

Also, there are other factors that set our pace for each harvest day in order to determine how many pickers are needed in a day:

1. Weather determines the ripening of the berries and/or if we even pick.
2. The availability of ripened berries (light picking to heavy picking in peak of season).
3. The number of orders to fill in a day which may change by the hour.
4. Number of pickers needed to carry out orders for the day.

NOTE: Pickers are required to make prior arrangements to have a driver available to pick them up immediately upon finishing for the day. For safety reasons, biking or walking off the farm is not permitted. Disrespect for Biringer Farm Employees, Customers and Property are cause for dismissal. NO Loitering on the Farm (temptation for mischief).

Biringer Farm believes in fairness, demands respect for one another, and expect the very best end product to meet our customer demand. We can only give the very best service to our customers as our employees determine to provide.

Because of our commitment of service to the public that wish to purchase quality berries, we rehire experienced pickers first, in order to pick that quality berry. Don't be discouraged.... New applicants may sign up on the picker page of our website, www.biringerfarm.com. Names will then be put on a waiting list. The crop is late this year. We don't anticipate picking until around June 21st or later. We will evaluate the status of our crop and update our phone message and our web blogs when changes happen.

As more pickers are needed, (usually during the peak) we would then give new applicants an opportunity to apply for employment. In light of the variables that we work around each harvest day, number of hours a picker is needed could vary in a day from as little as 3 to 8 hours. Also, the crop could be as short as 2 weeks or up to 5 weeks, depending on weather. For these reasons, each picker with parents need to determine whether they would want take on the variables of the job, considering transportation and family schedules.

Further, pickers are required to pick 4-5 flats (12 small boxes in a flat) in an hour. That takes self discipline and determination! The flat rate may vary, Example:\$2.25 to start per 12 box flats. The rate goes up proportionately as the crop winds down. The wages per flat are determined when the season starts.

Last and more importantly, we respectfully consider our employees our customers too! We aim to create a wholesome environment for them. This work opportunity will enable them to learn good working skills, such as, self discipline, keep commitments, learn to organize themselves, be able to take instruction, learn to work with others and learn integrity of providing a quality product & service to others. The value of building character a picker receives for future success is truly underestimated. To this day, many adults share with us their first strawberry picking experience with great affection. 😊

Berry Line: 425.259.0255 - Press 2 and the # key. Spell name, speak slow and clear for our machine to here.

Biringer Farm Staff