

EFFECTIVE ORGANIZATION FOR HANDLING THE APPLE CROP

(By W. S. Blair, Supt. Experimental Station, Kentville.)

Better organization for the gathering of the apple crop and the handling of it from the orchard to the warehouse is in my opinion a necessity, if we are to supply our packers with fruit of the quality produced in our orchards. Any one who has compared the apples in certain orchards before picking with the same apples after they are landed at the warehouse must be forced to the conclusion that something is radically wrong somewhere. Some would say it is due to carelessness. I am inclined to the view that no fruit grower is willing to carelessly handle his apples. He knows as well as any one that the long-run carelessness never pays. It may be that we "get by" with being careless sometimes, but in the end we lose out every time. The fault is, I think, directly that of lack of proper organization for the work.

The apple industry has assumed such magnitude that the grower cannot possibly undertake the work without hiring some one to help him. The bulk of our fruit is picked by temporary help, so do not see how we can expect such help without any interest beyond that of securing the wage they are working for, to use much care, and expend much brain energy in the work of fruit handling. Their great effort is exerted toward using themselves in the best possible way. This, I may say, is quite natural, and it is because of this that organization is necessary in all enterprises in order to ensure success.

Clearly the responsibility for the proper handling of the fruit rests directly upon the owner of the fruit, or the one entrusted with the harvesting of it. If it is not properly picked and handled our organization is faulty. What constitutes good organization? If a fruit grower cannot be with his orchard at all times it is necessary for him to engage a man thoroughly capable of taking charge of the work. Do not

engage over wages if you know of a trustworthy man. You may not be able to figure out how much such a man will cost you, but rest assured it will be more than the extra wage necessary to secure his services. If you are not sure he is a capable and trustworthy man you must spend enough time with him or survey his work closely enough to determine this fact. If you are to have a good organization you must have the capabilities of the men entrusted with the work, otherwise your organization is bound to be faulty. You may ask what constitutes a capable and trustworthy man. He is one who

because of carrying out in detail instructions given to him, warrants the man trustworthy; one who does not shirk responsibility when it is fairly placed upon him, and who, because of being able to use good judgment in directing the details of the operation may be called capable. It is absolutely impossible, and if this were done much of our present trouble would disappear. The idea that you can leave a number of pickers together without such supervision and get good results is fundamentally wrong. It is not possible in any business where different types of individuals are employed, and cannot

will not work out in the apple handling business. The grower who can give his personal supervision to this work for every hour of every day during the picking season is the one who will send in good fruit to the packing house. If he does not send in good fruit he must be classed as a man not capable of economically managing his business, for if the packer understands the business of properly classifying the fruit, such a grower must be a loser ultimately.

There is a feature in connection with organization for effective work which is difficult to correct, and that is that many orchardists would rather do anything than attend closely to details of various operations. They, in fact, are inclined, so to speak, to "slide by" the details. I have seen orchardists with five or more pickers under their direction, many of them wholly inexperienced, and themselves busily engaged in picking, whereas they did not work at all, but used their hands for the direction of operations, more apples would have been gathered and the picking would have been better done. It is much easier to pick apples than to direct pickers at the work. There is nothing quite trying as the job of thinking for a number of men. It is very much easier to keep oneself busy, than it is to keep several employed to advantage. So you place a man in charge of such operation do not expect him to do a fair part of the actual work himself; greatest value in keeping the others employed to advantage. If such a man is exacting as he should be, he will be a favorite at all times with those he is supervising, but I find it works ultimately that he is more respected than the one who is not exacting details, and certainly there is no more road than to give the closest attention to every detail of the work undertaken.

We hear considerable discussion as to whether apple pickers should be paid by the day or by the barrel. This is a question of many sides. If all apples were uniform in size and crop, and all apples were of the same size, we could see some way of arriving at a fair rate per barrel, but under orchard conditions generally I find it is to see any rate at all satisfactory except to pay by the day. This is a detail of management that must necessarily be a matter of bargain between operator and employee. It will in certain cases work to advantage, but in the majority of cases it will not. Some say a standard rate should be fixed so that there would be the inevitable trouble of some being to pay more than others for their

help. It seems to me that to fix an arbitrary wage would only aggravate the trouble, even could such a standard wage be made effective. It is well known that some men are worth double what others are, not entirely because of the number of barrels of apples they actually pick, but because of the lessened waste in fruit and fruit spurs. There never was and never will be a time when men can get at all times actual value for their labor, but the recompense is that the good man never has trouble in finding employment, while the other gets work with the utmost difficulty. Paying by the barrel cannot in itself make for efficiency. But with a system of capable supervision, I can not see how more apples can be properly gathered by a given number of men no matter what standard of wage is adopted.

I am convinced in my own mind that a great many pickers should not be allowed to empty their baskets into the barrel at all. The system to adopt in such a case is that employed by Mr. A. FitzRandolph, your President. He is so convinced on this point that he provides every picker with two baskets. The picker comes to the barrel, sets down the basket and takes the empty one with the least possible loss of time. The baskets are marked so that every man's basket is known. This gives the man who has charge of the pickers an opportunity to inspect the apples, check up on the time taken to pick, and place the apples properly in the barrel. In the case of one orchardist, Mr. Leslie Macoun, at Canning, whom I think any one who has followed his picking operations and the results from his pack will say has as good a system as it is possible to develop, he not only has close inspection of the work in the field, but by marks put on the barrels in the field he is able to check the work again in the packing house, and if poor work is being done he gets right back to the source of the trouble. With varieties that are being packed out at once this is possible and could be easily introduced by any orchardist who has several picking gangs.

There is a difference in methods followed even by good orchardists, but if you will pardon me for again referring to Mr. FitzRandolph, I would say his system of handling the barrels at picking time has much in its favor. He takes the team to the field with him with a load of barrels, and a flat drag attached to the back of the wagon. He keeps his pickers together and he surely directs the work. He can place four barrels on the drag and as he stops just where the least steps are necessary to reach him from the trees that are being picked, he knows at once what each man is doing. He empties the baskets and shakes down the barrel, and as soon as a barrel is full he heads it at once and places it in a convenient dry spot, to be moved when required. He does not depend upon an inexperienced man to head the barrels in the orchard, as many do. He does not have half barrels scattered all over the orchard to be dumped from one barrel to another. If you go into his orchard you do not find a man with a small hand axe driving in heads without removing the hoops, and incidentally spoiling every apple in the barrel in the operation. He racks properly and heads properly, and I will leave it to him to say whether it pays him or not.

The habit of not completing a job all at the one time but leaving a part to do at some other time (it is thought) is more convenient time, is causing a lot of extra expense in our operations. You see many barrels of apples in orchards exposed to rain, dew, sun and frost, when they might have been properly headed and laid on their sides—under which condition they probably will suffer as little as in a warehouse—until picking is pretty well completed.

It is a fact that in too many cases the orchardist is doing the job he likes the best, which is delivering the apples to the warehouse. In very many cases he should perfect his organization so that he is never away at picking time. He cannot afford to leave his work at this time no matter how capable his help, and with inexperienced help he certainly can't do so and get results. The matter of hauling I will not touch upon. I would like discussion on the subject of course, with earth roads the matter of spring is not so important, but on stone roads I do not see how apples can be properly handled on anything but a wagon with springs.

A GREAT ADVERTISER

(Co-operation)

One of the most persistent advertisers in the history of success was Robinson Crusoe. He knew what he wanted—a ship—so he put up an ad. for one. He hung up a shirt on a pole, at the top of his island. That, in the language of the sea, was plain to every seafaring man.

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A. M. YOUNG

BIBLE THOUGHT FOR TODAY

January 18

THOU SHALT LOVE THE LORD thy God with all thy heart, and with all thy soul, and with all thy strength, and with all thy mind; and thy neighbour as thyself.—Luke 10:27.

January 19

HE THAT KEEPETH HIS MOUTH KEEPETH HIS LIFE, BUT HE THAT OPENETH WIDE HIS LIPS SHALL HAVE DESTRUCTION.—Prov. 13:3.

January 20

O LORD, REVIVE THY WORK IN THE MIDST OF THE YEARS.—Habakkuk 3:2.

January 21

HE THAT TRUSTETH IN HIS OWN HEART IS A FOOL.—Prov. 28:2.

January 22

WHEN THOU PASSEST through the waters, I will be with thee; and through the rivers, they shall not overflow thee; when thou walkest through the fire, thou shalt not be burned; neither shall the flame kindle upon thee.—Isaiah 43:2.

January 23

THE GRASS WITHERETH, THE FLOWER FADETH: BUT THE WORD OF OUR GOD SHALL STAND FOR EVER.—Isaiah 40:8.

January 24

HEAR, O ISRAEL: THE LORD OUR GOD IS ONE LORD.—Deuteronomy 6:4.

THE SILVER SCREEN

During the filming of "The Lonely Road" with Miss MacDonald in the stellar role, a search for an unusual cast of players was begun. William Conklin was at once agreed upon by star and director as the man to enact the difficult role of a picturesque physician who is engaged in a physical encounter with the hero. On reading the part, Conklin smiled at the description of the fight. It was to be unusually realistic, but from the security of his own six feet two, he felt well able to hold up his end of the struggle. Then came the surprise. Orville Caldwell, six feet five inches, broad and husky—named by Elmer Glyn as "the most perfect physical specimen of manhood on the United States stage"—was signed to play the part of the indignant hero! The fight was staged with the realism that the two men could inject into it, with the result that many unexpected bruises were inflicted. "It may be all right, but I think they took a mean advantage of me when they didn't tell me my opponent would be," said Conklin.

When selecting the "extras" for the production of "Ponjola" a pictureization of Cynthia Stockley's story of South Africa, Sam E. Rork, the producer, insisted that every person engaged be of British appearance. With such physiognomies, Mr. Rork felt assured that the British atmosphere would be enhanced. He even went as far as to advertise in newspapers for British men and women to play parts, and from the hundreds he selected the types he needed. It is said that among these extras there are nearly twenty veterans of the Boer War. Among the most interesting persons playing in this picture are the Earl of Glandore, who was a major in the Royal Garrison Artillery; Lieutenant Colonel Fenwick Oliver of the Indian Army; Major Percy Mortlock, Major Cameron Shute and

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Butcher's Film Service has just released a British screen adaptation of John Grahame's popular theatre success, "Little Miss Nobody," a play which had a record run. The story has a merry theme, and tells in an amusing manner of one Potter, Esq., money-lender, the triplet sisters, variety artists, and Miss Nobody, who on holiday bent find themselves under the stately roof of Loch Sùichie Castle. The endeavors of Potter and Co. to make things lively at the castle and the complications which follow, cause many laughs, while the clever personality of Miss Nobody, who later

becomes "Miss Somebody," gives a touch of romance to the tale. Miss Flora le Breton plays the lead as "Miss Nobody."

For the benefit of those who still think that big salaries are easily earned in film production a London paper gives the hours of a particular day's work with the Gaumont crowd. The company started work on location at 6:30 in the morning and worked with brief intervals for meals right through to half-past five in the afternoon, rested, and dined from half-past five till eight, then left the hotel for location and were at work again by half-past eight and kept at it until half-past two in the morning—that is 17 hours out of 20.

E. M. Newman has begun his new season of travel talks and pictures. "Chile" is the starting point of a South American journey, made by Mr. Newman last Summer, from which he brings motion pictures and color views of glaciers and volcanoes in Southern Chile and Terra del Fuego, the northern nitrate fields, the copper mines and borax deposits, glimpses of Valparaiso, Santiago and other cities, as well as of Robinson Crusoe's real island, the setting for the famous story by Daniel Defoe.

Circus clowns and stage comedians find work before the camera easy to master. This is attributed to the fact that clown comedy is usually a pantomimic performance. "Poodles" Hanneford, the well-known Hippodrome clown, has just finished his first comedy called "No Loafing." A bold feature of this comedy is that there is not a woman in the cast.

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