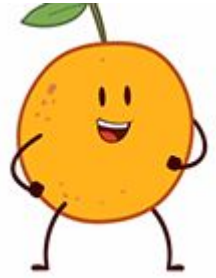


*Pick Boss Training
with*



PRODUCE
GOOD



Pick Like a Boss! Let's get started...



Day before pick:

- Familiarize yourself with location, special requirements (gate code, difficult property, etc.) and any contact info regarding homeowner/grower (name, spouse's name, etc.).
- Picks are always on, unless rain is predicted, in which case you will notify your crew 24 hours prior, with your best guess on moving forward.
- Input address into your GPS to determine drive time to grower location. Give yourself enough time to set up.
- Review coordinating email for feeding agency address and contact info, have handy in your phone in case you need to contact Kait or your crew or the grower.

Right Before You Glean:

- Arrive at location 15 minutes before your scheduled glean.
- Call the grower upon arrival and introduce yourself. Ask for a quick walk-through OR description of areas where they would like us to pick, or not pick.
- Unload equipment. Set up your supplies in a designated area - picker poles, gloves, clippers, bags, scale and first aid kit. Wait for the rest of your crew to arrive.

After the Glean

- **Make sure all equipment, supplies and any personal items are collected from orchard. Do not leave until your last volunteer leaves.**



Meet and train your volunteers (scripts)

If you are leading a large group, or new volunteers:

Good morning! We are so excited to see you all here!

My name is _____ and I am your ProduceGood Pick Boss. ProduceGood is a local San Diego non-profit organization, which grew from the grassroots efforts of one of our founders who wanted to do something to address the issue of edible fruit going to waste all over the county. Today, we are here to mitigate this challenge together by gleaning (fruit type) from these trees for feeding agency (name). Gleaning is an ancient practice where farmers would keep the four corners of their fields unpicked for the widows and orphans, those who could not provide for themselves. We are bringing back the idea of gleaning to our modern times, since 40% of all food is wasted, and 1 in 3 San Diegans are food insecure.

How many of you have picked fruit before? *Show of hands* Great! Well, we are going to give some of you a quick review and show the rest of you how to become a gleaner.

Optional Icebreaker:

Now, let's go around this circle and introduce ourselves. Please say your name and what your favorite fruit is.



Fruit Facts: How to Glean

TOO GREEN



TOO OLD & SOFT



PERFECT!



- Set aside a pair of clippers, picker pole, and bag for demonstration.
- Pick 3 samples of fruit (one too green to showcase, and one not ripe enough, one perfect with leaves so you can clip off stem/leaves for the group to ensure we do not spread bacteria/pests, one old and mushy that can be left on the ground).

Suggested script:

Here are three samples of what we will be picking today **show fruit**. We only want completely ripe and whole fruit. No holes or tears. **pass around green, unripe fruit**. Unlike other fruits, citrus does not ripen after it is picked, so we do NOT want any green visible on the fruit. The fruit should be whole and completely (yellow, orange, rich in color). Also, there should be NO leaves or stems left on the fruit to ensure we do not spread bacteria/pests. **Clip off stems** & **Pass around ripe fruit**. We also do not want fruit that is soft, old or otherwise unfit. If you wouldn't eat it, do not pick it. Any holes, softness or tears will cause spoilage to the rest of the harvest. **Pass around the bad, overripe sample**.



More Fruit Facts and Gleaning Pro Tips



Depending on the fruit, you will show the method of picking.

Oranges, grapefruits, lemons, pomegranates, limes, apples:

You can either use the “pull and twist” method or use clippers. “Pull and twist” is the most basic way to pick fruit. If it is ripe and ready to harvest, it should come right off when you gently pull and twist it. If you choose to use clippers, please clip as close as possible to the fruit, leaving as little stem as possible.

Note: Tangerines, clementines, and tangelos must be clipped to avoid tearing. If you are picking avocados, please contact Kait if you need additional avo cutters/poles.

IMPORTANT THINGS TO REMEMBER:

- Please be aware of sprinklers. If you break a sprinkler head, **PLEASE** let us know. It is not expensive to replace, but if they are broken they could flood the yard or orchard.
- NO LADDERS or CLIMBING TREES.
- All are expected to abide by our Code of Conduct
- If you tear or damage fruit, please put it in a boo-boo bag or crate, and let volunteers take that fruit home to eat or make juice!
- Make sure your volunteers do not leave before loading all the harvest into vehicles



Introduction to Tools



Depending on the nature of the pick, you will supply your crew with the following tools:

- Clippers
- Pole Pickers
- Bags
- First Aid Kits
- Gloves
- Wagon (optional)
- Scale (optional)
- Ice pack

Please watch PG Pick Boss Pro Tips

[PG Pick Boss Pro Tips](#)



Safety tips in the field

In addition to the tools you have been supplied for a good gleaning experience, you need to make sure you have all of the supplies/information to make this a consistently safe event for your volunteers.

Proper use of equipment for safety of all:

Blue picker bags

the blue professional picker bags are to be worn
OVER THE SHOULDER (see Photo at right)
NOT around the neck or waist, as this can be dangerous
or cause injury!

First Aid Kits

Each Pick Boss is provided with a basic First Aid kit.
This should be on hand at ALL picks!
There are additional “instant ice packs” also available for you
Please pick one up next time you are getting supplies!



Collecting and Distributing Harvests



Once you have harvested the fruit, you will:

- Weigh or estimate the weight of the fruit
- Count the bags (one PG bag, full = approximately 25 lbs) OR use scale to weigh the fruit
- Load in transport vehicles. **If it is a truck, the fruit MUST BE FULLY COVERED BY A TARP**
- If you are delivering the fruit to an agency, try and transfer the harvest from our bags to their containers, if possible
- Contact Community Orchard Lead with totals and photos



Ensuring a safe and positive experience

Safety Precautions

- Respect protocols with regard to Social Distancing (as required)
- Wear close-toed shoes with traction for slippery or uneven ground
- Never use ladders or step-up devices, pick at an arm's length
- Inform the Pick or Farm Boss and call 911 if a medical emergency arises
- Seek guidance from the Pick or Farm Boss, when in doubt
- Handle all produce with care
- Assess produce to avoid bruised or damaged, broken skin and leaves
- Take necessary precautions to protect from sun
- Always bring water and stay hydrated
- Watch for overhanging electrical wires, sprinkler heads and tree straps
- Remain outside on the property unless restroom access has been granted
- Respect trees and avoid the unnecessary severing of branches
- Handle tools with care and in consideration of others
- Clean up after myself and always return tools or supplies to staging area

Safe Atmosphere

- Help and be of help to my fellow volunteers
- Respect the direction of Pick Boss and be respectful of Homeowner
- Refrain from any discriminatory or hostile behavior
- Listen to fellow volunteers and respect physical and personal boundaries
- Report concerns or issues to ProduceGood management



COVID-19 & Feeding the Hungry Safety Protocols

ProduceGood is operating under specific safety precautions to support the growing need for food assistance throughout our community. Using common sense as a general guide, we ask all ProduceGood staff and volunteers to comply with the following: proper and regular hand washing, wearing gloves, covering the face indoors, **staying home if you feel ill, and sensitivity to your neighbors (social distancing)**. Together, we can increase safe access to nutrition for children and families during this uncertain time. We thank you for benefiting the well-being of our community.

Growers & Volunteers

If you are a grower picking fruit on your own property or a volunteer picking on someone else's property, you will:

- Not enter anyone else's home and/or car
- Make sure all fruit is free of stems and leaves
- Wipe down/sanitize all picker poles and clippers
- No ladders allowed

Use paper bags, cardboard boxes, and unwanted bags to hold fruit



COVID-19 & Feeding the Hungry Safety Protocols

Driving Volunteers

If you are transporting fruit from a property to a food bank or pantry, you will:

- Keep a safe contact distance from others, if required by agency
- Not enter the homeowner's house or allow others in your car
- When delivering to the food bank or pantry, make best effort at minimal human contact (i.e. leave bags/boxes of fruit in the drop off area. Wear your face covering while indoors, if required.
- Receive day, time, and location drop off instruction and confirm delivery with PG. You are a volunteer representative of ProduceGood and we are an approved agency from whom the food banks will accept citrus donations.



Where to get your supplies (our lovely Loopers)



Where

If you have not already done so, you can get all the gleaning supplies you need from our “mobile equipment vehicle” (otherwise known as our Fruit Loopers).

When

Our vehicles are parked at the Leichtag Commons parking lot and are open to you **441 Saxony Rd., Encinitas, CA 92024 Monday - Friday 8am -4pm.**

What

If you are running low on supplies, here is what our Looper is equipped with:

- PG branded T-shirts - **JUST IN! Long-sleeved shirts for those thorny lemon trees!**
- Clippers
- Pole pickers
- PG reusable bags
- Professional (blue) picking bags
- First Aid kits
- Scales (if you would like to be precise)
- Gloves



Any Questions? Contact Us!



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