



Cooperative Extension ~ University of California  
Sutter/Yuba Counties  
142A Garden Highway, Yuba City CA 95991  
Tel: (530) 822-7515 ~ Fax: (530) 673-5368

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# Orchard Notes

January 2004

## MANAGING LABOR COSTS SEMINAR

FEBRUARY 12, 2004, 9 AM TO NOON

AGRICULTURAL BUILDING, 142A GARDEN HWY., YUBA CITY CA 95991

Labor costs are not a constant, but rather, what you do as a grower makes a big difference in managing these costs. Research shows, for instance, that the best employee in a typical crew can be 4 to 8 times more productive while keeping the same quality standards than the worst. We will look at such topics as hiring the right person for the job through the use of practical tests, pay for performance, and other related topics.

Gregory Encina Billikopf, author of the book *Labor Management in Agriculture: Cultivating Personnel Productivity*, (2<sup>nd</sup> edition), and UC Labor Management Farm Advisor since 1981 will be the speaker for the meeting. Gregory is a frequent national and international speaker in this field. His research and teaching emphases have been in the areas of worker motivation, supervision, negotiation skills, interpersonal relations on the farm, employee selection and testing, incentive pay and pay issues, conflict resolution, employee discipline and performance appraisal. The first edition of this book was sold out in 1999 and has won a national award by the National Association of County Agricultural Agents. The second edition has been revised and includes up-to-date research.

Registration cost is \$28.00 per person if pre-registered by January 30, 2004. After that date registration will be \$38.00 per person.

Registration fees include a copy of the book *Labor Management in Agriculture: Cultivating Personnel Productivity*, (2<sup>nd</sup> edition). The book covers such topics as employee selection, conducting performance appraisals, negotiation skills, resolving conflicts, establishing pay systems and deciding whether to give raises, interpersonal relations and cultural differences, as well as employee discipline and termination.

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To register for the Managing Labor Costs Seminar please fill out and return the registration form by January 30, 2004, to the Sutter/Yuba UCCE Office, 142A Garden Hwy., Yuba City CA 95991, (530) 822-7515.

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Company: \_\_\_\_\_

Additional attendees: \_\_\_\_\_

Address: \_\_\_\_\_ City/Zip: \_\_\_\_\_

Amount enclosed: \_\_\_\_\_

***Make checks payable to U.C. Regents***

\$28.00 per person before January 30, 2004, \$38.00 per person on or after February 1, 2004.

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THE SUTTER/YUBA COUNTIES UNIVERSITY OF CALIFORNIA  
COOPERATIVE EXTENSION OFFICE

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**UPCOMING MEETINGS IN YUBA CITY  
MARK YOUR CALENDARS**

Sutter/Yuba/Colusa Walnut Day  
Tuesday February 17, 2004  
1:00 pm – 4:00 pm  
Veterans Hall, Yuba City

Organic Soil Fertility Workshop  
Tuesday February 24, 2004  
9:00 am – 12:00  
Agricultural Building, Yuba City

**Programs will be in the February issue of "Orchard Notes"**

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# 10<sup>th</sup> ANNUAL SACRAMENTO VALLEY CLING PEACH DAY

Thursday, January 22, 2004

8:15 a.m. - 11:45 a.m.

Lunch 11:45 a.m. - 12:45 p.m.

Agricultural Building, 142 Garden Highway, Yuba City

*PCA and Private Applicator Credit - 1.5 hours  
includes .5 hour of regulations*

## MEETING PROGRAM

8:15A.M. Registration Coffee and Danish – Courtesy of Valent USA Corporation

8:45 A.M. Welcome - Janine Hasey, *UC Farm Advisor, Sutter and Yuba Counties*

## PEST MANAGEMENT & PROPOSED REGULATIONS

Oriental Fruit Moth Mating Disruption Tools

Janine Hasey, *UC Farm Advisor, Sutter and Yuba Counties*

9:20 Proposed Dormant Spray Regulations.

Bob Elliott, *Associate Environmental Research Scientist, Department of Pesticide Regulation*

9:45 Recycling Agricultural Used Oil

Jan Kendel, *Agricultural Biologist, Sutter County Agricultural Department*

## BUSINESS SESSION

10:00 California Cling Peach Board Business Session

## BREAK

## VARIETIES

10:30 Cling Peach Variety Update

Tom Gradziel, *Pomologist, UC Davis*

## IMPROVING FRUIT QUALITY and LABOR SAVING STRATEGIES

11:00 Improving Fruit Firmness Research Update, Other Activities and Future Plans

Steve Southwick, *Extension Pomologist, UC Davis*

11:25 Opportunities for Mechanical Thinning

Uriel Rosa, *Biological & Ag Engineering, UC Davis*

11:45 Lunch

Note: The public comment period for the new DPR initiative will start in late January or early February. Bob Elliott will cover how growers can participate in the public comment period during hi presentation.

## LUNCH

Tri-tip lunch provided by California Cling Peach Board.

Please RSVP to the Sutter/Yuba Extension office at (530) 822-7515 by Tuesday January 20<sup>th</sup> if you plan to stay for lunch. You may also fax to (530) 673-5368 or email: [pabagley@ucdavis.edu](mailto:pabagley@ucdavis.edu) to have your name put on the list for lunch.

*Meeting room is wheelchair accessible*

*No attendance fee is required*

Meeting Sponsored by University of California Cooperative Extension, Sutter & Yuba Counties  
Co-Sponsor – Sutter County Agricultural Department

## CHILLING HOURS UPDATE

January 3, 2004	436	Oct.31,03 -	?
January 3, 2003	388	Oct.31,02-Feb.28, 03	779
January 2, 2002	227	Oct. 1, 01 – Mar 1, 02	767

Chilling hours recorded at our office in Yuba City on Garden Highway. For hours below 45° F model. The 2001-02 and 2002-03 seasons were low chill years.

## WALNUT GROWERS NOTE

There are many newly planted and young walnut orchards in our area. For any walnut grower, especially those new to walnut farming, interested in attending a meeting on training young walnut trees, please contact me. You can email me at [jkhasey@ucdavis.edu](mailto:jkhasey@ucdavis.edu), or call at 822-7515 and leave a message by the end of January. If there is enough interest, I will plan a field training meeting in early March and it will be announced in my February newsletter. Why March, isn't that a little late to be pruning? No it isn't. Young walnut trees should be pruned after the threat of a freeze has past. Also, many of our newer plantings are Chandler and Howard varieties and don't leaf out until April. Remember to call if you are interested in a pruning meeting.

## OTHER MEETINGS

### AVOIDING WATER CONTAMINATION AND PESTICIDE DRIFT

(A Workshop for Orchard Pesticide Applicators and their Supervisors)

Chico – January 15, 2004

Keeping pesticides out of groundwater and surface water and preventing pesticide drift are two of the most important issues facing agriculture. This 4-hour workshop will give participants practical and effective tools to deal with these issues. Through demonstrations, an on-farm tour, problem identification exercises, and creation

of personalized checklists, participants will learn ways that water contamination and pesticide drift can occur, what factors contribute to this, and how to reduce these risks.

Pesticide applicators and their supervisors are encouraged to attend together. There is a greatly discounted registration fee for supervisor-applicator pairs attending from the same company. Continuing education credit: 2 hours Laws & Regulations, 2 hours Other. Space is limited, so early registration is encouraged. Funding for this project has been provided by the CDFA's Buy California Initiative and the USDA.

For further information, contact the University of California Statewide IPM Program, at (530) 752-5273, or visit their website at [www.ipm.ucdavis.edu](http://www.ipm.ucdavis.edu).

## **California Farm and North American Farmers' Direct Marketing Conference**

Feb 2-8, 2004

Sacramento

[www.californiainfarmconference.com](http://www.californiainfarmconference.com) for more information.

### **GET NEWSLETTERS ONLINE**

Remember, you can subscribe to this newsletter online at our website at <http://cesutter.ucdavis.edu>. You will receive the newsletter as soon as it is finished and more easily view the pictures and articles I may refer to in certain issues of "Orchard Notes". We have had reports of newsletters being received up to one month after they were mailed, particularly in certain areas like Wheatland and Rio Oso.

JANINE HASEY, UC FARM ADVISOR  
[jkhasey@ucdavis.edu](mailto:jkhasey@ucdavis.edu)