

Fringe Benefits

(Continued from Page B4)

Can you give us some examples, Glenn, of ways to accomplish these things?

A dairyman with a good working relationship with his employee might try to develop the employee's

employee's shoes might mean more attention to the employee's comfort. Milking for 3-4 hours straight is tiring. They've shown in research that performance is much better with breaks on long tiring repetitive jobs.

*...a good man well paid
doing a good job
can be very inexpensive...*

knowledge of the cattle he works with. He might invite his herdsman to cattle shows and sales and other dairy events. In this way he lets his herdsman share in the glory of meeting other dairy leaders.

By praising him in front of others in the industry (This is the guy who's doing a good job for me at home) he gives his employee a feeling of pride in his work.

Putting himself in his

Breaks are well worth the down time when the result is a more responsive manager.

It might mean also providing a softer standing surface instead of the concrete, or enough heat to be comfortable, or even an air conditioner. It could also mean a shower to cool off in.

Any of these things may cost the farmer more initially but it could cost him more not to do these things in terms of poor performance.

Milking cows is a long day, it's the nature of the work itself. In addition, farm life goes on 24 hours a day. The crops and the cows can't shut down on weekends or at 8 hour intervals.

In a two-man operation, it might be possible to alternate every other weekend off. In a good size operation with a number of people working with the herd, it might be advantageous to have a relief milker who takes up the slack when someone needs off.

What about the compensation itself, let's discuss wages and benefits here, Glenn, and give our readers some idea of the direction they can shoot for.

Pat, I think dairymen must give thought to the area of fringe benefits. While most dairymen offer their employees some fringe benefits including such things as a house, utilities paid for, milk, meat, gasoline, and a vegetable garden, the employees sometimes forget the value of these things.

When a herdsman compares his hours with those of a factory worker, the different schedule may be hard to accept. And when he compares his pay to that of a factory worker whose paycheck shows far fewer deductions, he may forget the fringe benefits he's given.

A laborer needs to be reminded that the only tax he's paying is on his take home pay, not on the gross value of everything he receives. Farmers would benefit by handing out

And some dairy farmers give employees' children calves for 4-H and FFA work. In large operations, the addition of something like a swimming pool would be a nice fringe benefit for an employee.

For guides on wages, the dairyman can compare the rates for various levels of skilled workers in his area or check state summaries on annual farm wages. These summaries should be used as a guide. In my experience they tend to be on the low side and probably would not

*...a man underpaid
doing an unsatisfactory job
can be much more costly.*

monthly statements with the gross salary and total value of all benefits deducted, ending up with their net take home pay.

In addition, some dairymen recognize the people aspect of their employee management by providing unexpected days off when work is slack. This makes it easier for the employee to accept the overtime when it comes.

In some instances where the employee is required for milking time but not in the middle of the day, farmers allow the employee the opportunity for a parttime job if it does not conflict.

pay a good worker what he's worth.

For help on setting up partnerships or in dealing with farm labor, the dairyman might want to obtain copies of the following circulars from his extension office: Circular 526 — Father and Son Partnerships; Circular 528 — Partnership Agreements for Farmers; or Special Circular 88 — Solving Your Farm Labor Problems.

I think that it might be practical, Pat to interview some farmers about their employee practices.

Good point, Glenn. And that's just what we'll do in next week's column.

Cut canes after berry harvest

NORRISTOWN — It will soon be time to prune out all old canes which have borne fruit on the bramble—red, black, purple raspberries, blackberries and dewberries, reminds Joseph H. Way, Montgomery County Agent.

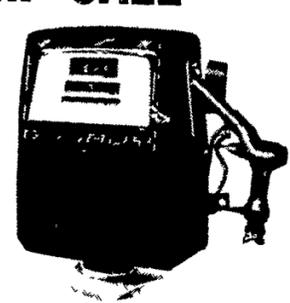
Immediately after harvest, cut out all canes which produced a crop this season so that new growth which will produce next year's crop will be stimulated and to remove possible disease sources. Burning is the most effective method of destroying these canes, but

check local ordinances before setting, urges Way. Shredding by rotary mowers followed by disking or rototilling is suggested.

Immediately after pruning, the remaining bramble canes should be sprayed with a miticide and fungicide to protect new growth.



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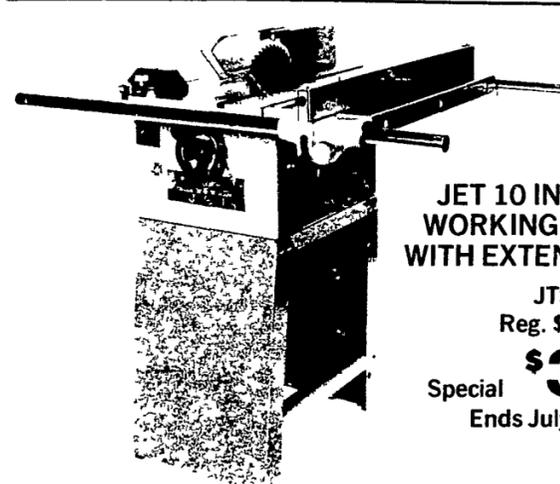
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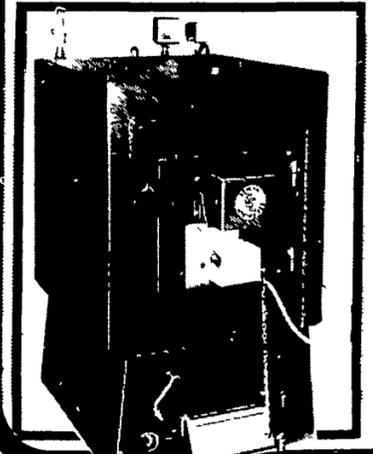
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