

## 2009 Workshare Contract:



This document is written as a formal contract. The wording is strong, blunt and to the point. We feel it necessary to be upfront with our basic expectations. That said; please do not let it scare you off. EverGreen Farm is a friendly and enjoyable place to be.

For the 2010 season, we will select a limited number of Workshares from all the applications received. Selection will be based on the following criteria: availability, reliability, ability, work ethic, experience, dedication, and over all compatibility to helping accomplish our farm goals.

Please do not presume you will have a 2010 EverGreen Farm CSA membership solely because you are applying for our Workshare Program. We will notify all applicants of their acceptance or denial. Trial periods may be necessary to determine acceptance into our workshare program. Please discuss this with us if you have any questions. Thank you.

Name(s) of those who will be doing the work: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

Phone #: \_\_\_\_\_ Email: \_\_\_\_\_

- EverGreen Farm agrees to supply the person(s) named above with a weekly share of produce throughout our CSA season, approximately May 1<sup>st</sup> through October 30<sup>th</sup>, 2010. Please refer to our 2010 EverGreen Farm CSA membership sign-up form for more information regarding the details of our 2010 CSA season.
- Workers must be able to perform hard physical work for 4 to 5 hour periods of time (lifting, bending, sitting, squatting, standing, carrying, pulling, sweating, etc.). We cannot negotiate this basic requirement. You must be able to work hard to participate in our workshare program. If your desire is to be “involved with the farm” or “do as much as you are able”, your help as a volunteer would be greatly appreciated, but not traded in lieu of payment for a CSA membership.
- Workers will participate in a variety of tasks, including, but not limited to: composting, shoveling, weeding, hoeing, thinning crops, planting, harvesting, washing produce, dividing shares, packaging produce, cleaning, etc.
- There will be workdays when the weather is less than desirable. Your help, dedication, work ethic, and flexibility are essential to us at these times! You are expected to dress appropriately for the weather and come help get the work done. We cannot get our farm work accomplished if workers are routinely too hot or too cold to contribute to the day’s labors.
- Work will be performed at EverGreen Farm in Smoot.
- Children under the age of 10 are not permitted to come to the farm with a workshare while the worker is fulfilling his/her hourly requirement. We do invite, welcome and encourage children to visit the farm as long as they have a responsible person watching over them. (Please tell us you desire to bring children to the farm a head of time.)
- Children’s time “working” on the farm does not count towards their parent’s weekly time requirement, it will be considered “volunteer” work time. This may be adjusted on an individual basis.
- The standard of trade for a share of produce is 4 to 5 hours of labor per week throughout the farm season (the first of May through the end of October), plus 8 hours of work prior to May 1<sup>st</sup> and 8 hours of work after October 31<sup>st</sup>. We also accept half-workshares (with a payment of \$275 and a commitment of working 2 to 2.5 hours of work per week, plus 4 hours prior to May 1<sup>st</sup> and 4 hours after October 31<sup>st</sup>).

- We require 4 hours of work when the farm load is more manageable, usually towards the beginning and end of the season. Hours are increased to 5 hours per week when the work demand increases, usually through the middle of the season and especially during our farmers market season (July through the middle of September). Basically it will be a 4-hour requirement for the first and last quarter of the season and a 5-hour requirement for the middle half of the season.
- If you miss a week of work, or a few hours of work, the hours need to be made up ASAP on another day or during another week. If you wish to work “extra” ahead of time for a week you’ll need off, please let us know so we can schedule appropriately.
- You may NOT arrange for another individual to come work with or in place of you to fulfill your workshare commitment without our prior approval. We will not consider any substitute workers if they are unable to perform the farm work as previously described.
- Not picking up your share of produce does not excuse you from putting in your hours of farm work.
- If you have any limitations, circumstances, or other factors that may have an effect on your ability or availability to fulfill this commitment, and you would still like to be considered, please explain in detail on the reverse side of this form.

I understand and accept these conditions.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

I, the undersigned, agree to accept full responsibility for myself and for those I bring to the farm or any of its functions. I also accept full responsibility for my/our actions while on any of the properties that make up EverGreen Farm. I agree not to hold EverGreen Farm or any of its agents, officers, or employees responsible for damages resulting from injuries while on the premises working or for any other reason. I also agree that I am not in any way considered an employee and am therefore not eligible for any employee benefits.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Please return this application to Tara Saberon at P.O. Box 153, Smoot, WY 83126. Thank you.**

***Keep a copy of this contract for your own records.***