



For more information about EverGreen Farm, our farming practices, ideals and goals, and details regarding this coming CSA season, please read our 2012 CSA Sign-up Form.

2012 Workshare Application & Contract:

The objective of this contract is to clearly define the basic expectations and requirements for participating in our Workshare program. It is written in language that is frank and straightforward but please don't feel intimidated. EverGreen Farm makes every effort to create a work environment that is pleasant, friendly and respectful. This is a good place to come "play" in the dirt, be with good people, and do good things for yourself and our community. By submitting this application, you agree to follow our terms as written below. Please read our list of expectations carefully.

A Workshare is someone who commits to working on our farm on a weekly basis throughout the season in lieu of paying for a CSA membership. Workshares play an essential role in our day-to-day farm operation. In return, we hope to provide our helpers with a uniquely gratifying experience.

We have a set number of Workshare positions available. In the event that more applications are received than needed, candidates will be chosen based on the following criteria:

- Overall commitment to EverGreen Farm (including prior work or volunteer experience).
- Reliability and availability to help at the farm on a regular, weekly basis.
- Overall physical ability and work ethic.
- Compatibility with the farm's work schedule.

EverGreen Farm agrees to provide its Workshares with a full season of produce as described in our 2012 CSA Sign-up Form. We also hope to reward our farm helpers with "extra" produce, as it is available throughout the season, especially for those who go above and beyond the conditions of this agreement.

Expectations:

- Workshares are expected to develop some skill and speed at various jobs over the course of a season.
- They will participate in a variety of tasks, including, but not limited to: composting, shoveling, weeding, hoeing, thinning crops, planting, harvesting, washing produce, packaging produce, assembling shares, cleaning, etc.
- Workers must be able to perform physical labor for up to 5-hour periods of time (lifting, bending, kneeling, sitting, squatting, standing, carrying, pulling, etc.). We cannot negotiate this basic requirement. You must be able to work at this level to participate in our workshare program.
- The standard of trade for a share of produce is 4 to 5 hours of labor per week throughout the farm season (around the first of May through the end of October), plus 8 hours of preparation work prior to May 1st and 8 hours of clean up work after October 31st.
- We also accept "half-workshares" (with a payment of \$275 and a commitment of working 2 to 2 ½ hours of work per week, plus 4 hours prior to May 1st and 4 hours after October 31st).

- Time commitment: We require 4 hours per week from each helper in May and June. Workshare hours are increased to 5 hours per week in July, August and September when there is more work to do and more food to harvest. We usually go back to only 4 hours per week in October.
- If you miss work for any reason, the hours need to be made up. This can be done by putting in the time on a different day or staying longer on other shifts. Please coordinate such arrangements with as much advance notice as possible. You may also work extra hours in advance of taking time off; this needs to be discussed and approved beforehand.
- Substitute workers: Please don't presume it will be OK to bring others to work with you or send someone to work in your place to fulfill your hourly commitment. Such arrangements need to be cleared with us ahead of time. We will not consider any stand-in workers if they are unable to work as described in this workshare contract. You may bring "volunteers" to help at the farm, but again, please let us know ahead of time.
- We will convey a general schedule for all workers on a weekly basis (by email). It is your responsibility to communicate your individual plans for working at the farm each week of the season.
- Please be on time!
- We try with great effort to schedule our projects so workers can leave "on time"; however, there will be times when we all need to stay just a little extra to get a job done. Watching the clock down to the exact minute or keeping track of every minute you work extra (towards taking the time off later) is generally frowned upon.
- Work Schedule: our regular work and harvest days will be Monday, Tuesday, and Wednesday. There will be times we ask for volunteers to switch from a regular workday to come help later in the week for various projects, but these occasions will not be consistent, predictable or routine.
- Workshare shifts are typically scheduled in the morning, for example: 8 am to 12 noon (4 hours) or 7 am to 12 noon (5 hours).
- Not picking up your CSA share on a given week does not excuse you from putting in the required time at the farm.
- There will be days when the weather is less than desirable. Your help, dedication, work ethic, and flexibility are essential to us at these times! Please be dressed and prepared to work, regardless of the weather. In the event of extreme weather, we may need to reschedule our labors to another time or day.
- Bring your own drinking water, snack, gloves, hat, sunscreen, proper shoes, and outer clothing.
- Strive to do excellent work while saying focused and efficient with your time. Take pride in your work. If you are done with a task, ask what can be done next.
- EverGreen welcomes thoughtful and engaging conversation. However, please be mindful of those around you as you express opinions or discuss subjects of a sensitive nature (religion, politics, etc.).
- 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 he/she is working. Older children may volunteer at the farm; however, their time spent helping will not be counted towards the adult workshare's hourly requirement. This may be adjusted on an individual basis. (All children are welcome and encouraged to visit EverGreen Farm as long as they have a responsible person watching over them at all times. Such visits should be made by appointment.

Please complete this page of the
Workshare Application and mail to:



Keep a copy of this contract for your own records.

Name: _____
(Who will be the primary person fulfilling the requirements of this workshare agreement?)

Name(s): _____
(List the names of other individuals who may also participate.)

Mailing Address: _____

Phone #: _____ Email: _____

Do you check email on a daily basis? Yes or No (circle one) If not, how often? _____

I would like to pick up my produce in: Smoot Afton Lower Star Valley Jackson (circle one)

I agree to accept the conditions of this 2012 CSA Workshare Contract. _____ (initial)

I am physically able to perform the labors required in this Workshare Contract. _____ (initial)

I will* / will not (circle one) be splitting this share.

* I am splitting my share with: _____

If you are splitting a share with someone, we will need the paperwork for that individual as well. Please have them read and complete the appropriate form (CSA Sign-up or Workshare Contract). It can be mailed together or separately.

_____ (check here) I wish to be a "Half-Workshare." I will pay \$275 and work the hours as explained for a half-workshare. (Payment is due April 1, 2012.)

Please indicate your availability to come work on the farm:

- _____ I am flexible and can come most days or times (except: _____)
- _____ I would like to come on (circle one): Monday Tuesday Wednesday
- _____ My personal schedule is not flexible. I can *only* come _____.
- _____ Other: _____

If you have any limitations, circumstances, or other factors that may impact your ability or availability to fulfill this commitment but you would still like to be considered, please explain in detail on the reverse side of this form.

I agree to accept full responsibility for myself and for all my actions while on the property of Shain & Tara Saberon and EverGreen Farm. I also agree to be completely responsible for anyone else I bring with me to the farm. I agree not to hold EverGreen Farm, Shain or Tara Saberon, or any of their agents, officers or employees responsible for any damages resulting directly or indirectly from any injuries or mishaps that may occur while performing the requirements of this workshare agreement.

I also understand and acknowledge that while performing my workshare agreement I am in no way considered an employee of EverGreen Farm and as such do not qualify for any type of employee benefits or compensation.

Signature: _____ Date: _____

Signature: _____ Date: _____

Signature: _____ Date: _____