



*For more information about EverGreen Farm, our farming practices, ideals and goals, and other details regarding this coming CSA season, please read our 2013 CSA Sign-up Form.*

### **2013 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 great place to come "play" in the dirt, be with fine people, and do good things for yourself and our community. By submitting this application, you agree to follow our terms as written below.*

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.

**EverGreen Farm** agrees to provide its Workshares with a full season of produce as described in our 2013 CSA Sign-up paperwork. We also hope to reward our helpers with "extra" produce when 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 the following: 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 hours at a 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 conditions for receiving a share of produce from EverGreen Farm is to work 4 to 5 hours of labor per week throughout the farm season *plus* 8 hours of preparation work prior to May 1<sup>st</sup> and 8 hours of clean up work after the CSA season ends. (See our 2013 CSA Sign-Up paperwork for more specifics about the beginning and ending dates of this coming season.)
- 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 1<sup>st</sup> and 4 hours after the CSA season ends).
- Time commitment: We require 4 hours per week from each helper in May, June, and October. 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.

- Rescheduling work for vacation or other individual matters is understandable. We try our best to balance the personal needs of our Workshares with the work schedule required to operate this farm.
- If you miss work for any reason, the hours need to be made up. This can be done by putting in 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 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 (even those with limited capabilities), but again, please check with us 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 are Monday, Tuesday, and Wednesday. There will be times when we schedule projects later in the week, but these occasions will not be part of our regular work routine.
- Workshare shifts are typically scheduled in the morning (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 staying 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 Farm welcomes thoughtful and engaging conversation. However, please be mindful of those around you and refrain from discussing subjects of a sensitive nature (religion, politics, etc.).
- 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/Contract  
and mail to:



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 Alpine Jackson (circle one)

I agree to accept the conditions of this 2013 CSA Workshare Contract. \_\_\_\_\_ (initial)

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

I have read the 2013 CSA Membership Sign-Up Form \_\_\_\_\_ (initial)

\_\_\_\_\_ No, I will *not* be splitting this share.

\_\_\_\_\_ Yes, I am splitting a share with: \_\_\_\_\_  
Sign-up forms are needed from both parties splitting this share. The paperwork can be mailed in together or separately.

\_\_\_\_\_ I wish to be a "Half-Workshare." I will pay \$275 and work the hours as explained for a half-workshare.  
(Payment is due by April 1, 2013.)

Please indicate your availability to work on the farm:

- \_\_\_\_\_ I am flexible. I can work on the farm most days or times (except: \_\_\_\_\_)
- \_\_\_\_\_ I would like to work on Monday Tuesday Wednesday (circle one).
- \_\_\_\_\_ My personal schedule is not flexible. I can *only* work on \_\_\_\_\_.
- \_\_\_\_\_ Other: \_\_\_\_\_

If you have any limitations, circumstances, or other factors that may impact your ability or availability to fulfill this commitment but 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: \_\_\_\_\_