

WORKER SHARE INFORMATION FOR 2019 @ SPROUTING ACRES

Hello and welcome to the 2019 growing season at Sprouting Acres. We will begin planting in the greenhouse very soon and hoping for warmer spring days. We are looking forward to your days on the farm. This is our 11th year utilizing worker shares on our farm and each year we get more and more people interested in participating. Just for a refresher, you will be working a set number of hours on our farm in exchange for vegetables.

Workers must commit to working 3 ½ hours per week. **All new workshares will start with a trial shift. You will work your first shift with Andy and we will let you know within 3 days if you are a good fit for the farm.** You may indicate your preferred schedule on the application below. We try our hardest to honor your preferred shifts but we also need to spread out our work shares throughout the week. If you have a week you need to take off, please let us know in advance so that we can plan ahead with the farm chores and tasks. You must reschedule your shift at a different time with Andy. You must also make up missed shifts at some point during the season. Either two shifts in one week or extend the 20 week or 10 week season. Missing more than two shifts without sufficient heads up to Andy will result in not being asked back to work.

We do ask that rescheduling be kept to a minimum as we rely on you and others to help us keep up with the daily demands that a farm requires. Please call or email if you cannot make your shift. Please call or text instead of emailing if it is within a day of your shift.

As a workshare, you will be involved in many aspects of the farm. Some of the tasks you may be part of are: transplanting, weeding, cutting, harvesting, washing & bagging vegetables, bunching veggies, and packing CSA boxes. The variety of veggies is limited very early on in the season but we have all the fixings for salad, and numerous herbs and a bit of asparagus. As the season progresses, there is much more variety and you will receive a generous amount. You will receive a box of vegetables, comparable to that of our paying members, for each work session. The work share arrangement is a learning opportunity and we will work closely with you to maximize your knowledge and skills that you need to be productive. Some returning work shares may be working on the farm while we are delivering or at a market. As the summer progresses; we may be on the farm but not working directly with you. Working outdoors, with an amazing crew, is always one of the highlights for us; we are really looking forward to meeting and working with you this season.

If you are interested in applying for a work share opportunity with Sprouting Acres, please fill out the application below and send back to us. We will be in contact with you shortly.



2019 Work Share Application

Name:	Address:					
Phone: (Home) (cell)	Email:					
<p>Please indicate the day(s) time slots during the week you are available to work. You may rank the days in order of most preferred (1) to least (5 or more) if needed. See the following page for a general description of our weekly chores.</p>						
Monday	Tuesday	Wednesday	Thursday	Friday		
A.M.	A.M.	A.M.	A.M.	A.M.		
P.M.	P.M.	P.M.	P.M.	P.M.		
Options: 10 Week Worker Share (Great for teachers)						
20 Week Worker Share						
Please indicate which months you are able to work. (We generally start some workers as early as April, with most everyone working by May and end workers around October, some into November.)						
April	May	June	July	August	September	October
How did you hear about Sprouting Acres?						
If a new applicant, please tell us what, if any, experience you have with farming/gardening/CSAs/:						
<input type="checkbox"/> Model Worker Share Agreement (see below)						
<input type="checkbox"/> Rules & Regulation Agreement Sign and Return (see below)						

Sprouting Acres Rules and Regulations

1. Absolutely no drugs, alcohol or tobacco at the farm.
2. Your volunteer time is traded for fruits and vegetables rather than monetary compensation unless otherwise arranged by me, Andy Watson and Sprouting Acres.
3. You may be working under various conditions. Most of the time it is fun, hard work. Sometimes, it is hot or cold, rainy or windy, crummy hard work. That is what farming is all about. Bring appropriate gear for working outdoors. This may mean an extra pair of clothes, boots, hats for sun protection, rain gear, & sunscreen (we do have some rubber boots on hand, otherwise Farm & Fleet sells them for about \$15.00). I will provide gloves and tools. Also, bring a water jug; you can fill it up with clean, cold well water. Make sure you drink enough water while you work. Bring a snack if you think you will get hungry.
4. Please be prompt. If you know you will be running late, give Andy a call: 469-2319
5. You must wash or sanitize your hands before you start your shift. You must wash your hands after petting dogs or eating. There are wash stations at the farm. We are handling people's food, we must keep it clean.
6. Please do not bring any pets of any kind to the farm. We do have dogs on the farm, so if you do pet them while you are there, please wash your hands afterwards. We need to keep the fresh veggies clean. Dogs like to roll in stuff, we don't want that on food, please wash your hands.
7. If you have questions, please ask. Please don't assume - I would rather you asked if something you are hoeing is a weed instead of digging up a row of newly seeded vegetables.
8. Handle vegetables with care: **no throwing**, dropping or putting excessive weight on veggies. Vegetables are fragile; if they are bruised and damaged they won't store well or sell well. Damaged produce is lost income for the farm.
9. I (Andy Watson) have the right to ask you to leave the farm at any time if I feel it is necessary for the safety of me or other workers **or for any other reason**.
10. Be prepared to weed, harvest vegetables, wash produce, or clean work areas.
11. This can be fun work but it is also hard work. **Talking while working is fine, but don't forget you are at the farm to work.**

I have read the rules listed above and understand them clearly.

Your signature: _____ **Date:** _____

Please print this and return it to Sprouting Acres when you come to work. You can also sign it online and email it back.

Thanks

2019 Model Volunteer Worker Share Agreement for Sprouting Acres LLC.

We, Sprouting Acres LLC, have offered you participation in our worker share program, and you _____, (the “Worker Share”) wish to participate in our worker share program for 2018.

To ensure a safe, productive, and positive experience for everyone, the Sprouting Acres and the Worker Share agree to the commitments outlined below.

Section 1: Worker Share’s Obligations

I, the Worker Share, agree to the following obligations:

- A. Schedule: I will volunteer at the Farm for 3.5 hrs. per shift for the days that were pre-determined in the application.
- B. Duties: I will perform any reasonable tasks as the farm may assign. I may be asked to perform duties including, but not be limited to, the following: harvesting, washing, packing, sorting, and cleaning.
- C. Responsibilities: I will perform my tasks in a professional, courteous manner, follow the supervision and direction of any employee or volunteer to whom I am assigned, and participate in all training required by the Farm.
- D. Arriving Late or Missing Shifts: I will notify the Farm in advance if I am unable to arrive for my shift at the scheduled time. **I will make up any missed time on the days designated as make up days by the Farm.**
- E. Substitutes: I will not send a substitute to work my shift without the Farm’s prior approval.
- F. Bringing workers: I will check with the Farm before bringing someone to the farm to work with me during my shift.

Section 2: The Farm’s Obligations

We, the Farm, agree to the following obligations:

- A. Opportunity: We will provide the Worker Share with the opportunity to experience the intrinsic benefits of and learn about farming, food production, and community supported agriculture.
- B. Reimbursement: We will reimburse the Worker Share for their volunteer service with one CSA Share for the 2018 season.
- C. Termination: We reserve the right to terminate this agreement at any time. If we choose to do so before the schedule stated in Section 1.A has been completed, we will provide the Worker Share with all reimbursement earned up to the date of termination.

Section 3: Nature of the Worker Share’s Service

I, the Worker Share, understand and agree that I am not an employee of the Farm and am not entitled to, nor do I expect, any compensation for my service including, but not limited to, minimum wage, overtime, unemployment insurance, workers’ compensation insurance, or any other benefits.

Section 4: Worker Share's Assumption of Risk and Release of All Claims

A: Risks of Volunteering

I understand that the activities at the Farm involve serious risks. I may be exposed to, for example, but not limited to: insects; wildlife; farm animals; inclement weather; extreme temperatures; heavy machinery; tools; the actions and negligence of employees, volunteers, and other people present on the farm; and dangerous conditions on the land such as holes in the ground or barbed wire. I understand that these examples are not all-inclusive and there may be additional risks, all of which may involve serious personal injury, death, or damage to my property.

B: Release of Claims and Assumption of Risk

In exchange for the opportunity to volunteer on the Farm, I (and my family, heirs, and personal representatives) willingly and knowingly release the Farm and its officers, owners, employees and agents from any and all liability for any personal injury or damage to property relating to my participation. I (and my family, heirs, and personal representatives) agree to assume all of the risks and responsibilities of my participation. I understand that I am solely responsible for any hospital or other costs arising out of any personal injury or property damage relating to my participation on the Farm.

C: Medical Care Authorized

I am physically fit to participate in activities at the Farm. I understand that there are no medical services available on site or otherwise, and I give the Farm permission to authorize emergency medical treatment for me. I release the Farm and its officers, owners, employees and agents, from liability for any injury or damage that might extend from such emergency medical treatment.

I further agree that this waiver should be interpreted as broadly and inclusively as state law permits.

Section 5: Signature

Printed Name of Worker Share

Signature of Worker Share

Date