

TURTLE CREEK
GARDENS



Turtle Creek Gardens CSA Worker Share Program

Dear Prospective Worker Share:

Welcome to Turtle Creek Gardens and its CSA Worker Share Program. It is important to us that we provide you with an accurate picture of the expectations of the worker share program. The following is an overview of the rules relating to this program:

- Worker shares promise to provide 4 hours of work per week during the CSA's 18 week season, beginning approximately the end of May and running through mid-October and 6 week season beginning mid-Oct and running through November. In return, worker shares will receive produce each week. The value of the vegetables the worker shares receive is \$585.00 and will be treated as taxable wages. Worker shares must fill out a W-4. Produce will include seconds and overflow from our weekly harvests. The worker share option is only available to full season shares and not to Every Other Week shares.
- Worker shares must come on their designated days and be on time. It is important that everyone is present during the daily meetings and task assignments. It is very difficult to accommodate latecomers. Worker shares will forfeit their placement if lateness reoccurs.
- Worker shares that have scheduled time off must inform us at the beginning of the season. Time off for sickness or emergency will only be accommodated if we are informed before the work day begins. You will forfeit your produce for that week unless you make up the time later in the week. We can only accommodate one or two absences during the season.
- Worker shares have the option of coming Tuesdays 8:00 a.m. to noon, Wednesdays 8:00 a.m. to noon, Thursdays 8:00 a.m. to noon and Saturdays 8:00 a.m. to noon. Other arrangements must be made in advance with Farm Manager for other alternate times and days. Vegetables need to be harvested despite weather conditions, so be prepared for any

type of weather (e.g., rain, cold, or heat). Please wear appropriate clothing for the elements (e.g., boots, raingear, hats, gloves (if you like), sun screen, etc.). Other arrangements may be considered upon approval from Farm Manager.

- Work will include some or all of the following: harvesting, washing and packing, weeding, and planting. The work can be physically difficult and people will need to stay focused. You may talk as long as you keep moving. There is a lot to get done in a very short period of time and so we require steady work and speed. The work demands that you are in good physical shape and health.
- We try to accommodate our worker shares with their natural abilities and skills, so if you would like to request a particular job, please do not hesitate to ask. Some jobs include: washing and packing, field work (e.g., harvesting, weeding, planting), newsletter writer/editor (appropriate skills required), and handy person (e.g., fixing, repairing, sharpening, etc.).
- Worker shares are not permitted to bring any minors or other visitors with them on their work days unless approved by farm manager before hand.
- Worker shares must take all the appropriate safety precautions when using tools and operating equipment at the CSA location.
- Worker shares, for their protection and safety, shall not be permitted to enter any buildings at the CSA location or go beyond the work fields without being accompanied by or authorized by someone on Turtle Creek Gardens' management team.
- Turtle Creek Gardens reserves the right to terminate its relationship with a worker share at anytime and in such case, Turtle Creek Gardens shall have not further obligations or liabilities with respect to such worker share.

We plan a couple of breakfast days each season for our worker shares. Plan on coming early those days if you can. We will give you ample notice of Breakfast in the Garden times.

If you are interested in participating in our Worker Share Program, please sign and date both the acknowledgement and the waiver of liability below, complete the requested information, and then return the signed originals of the attached pages to us at the following address.

Janet Gamble farmanager@turtlecreekgardenscsa.com
Or mail to: N5105 Pinnow Rd
Delavan, WI 53115

For those of you who return the acknowledgment and waiver by March 15, 2015, we will contact you prior to the start of the season for a worker share orientation.

If you have any questions regarding the Worker Share Program, please contact Janet Gamble at farmanager@turtlecreekgardenscsa.com

We appreciate your interest in Turtle Creek Gardens and hope you decide to sign up as a worker share for the 2012 growing season.

Best regards,

Janet Gamble
Turtle Creek Gardens Management

**Turtle Creek Gardens
CSA Worker Share Program**

ACKNOWLEDGEMENT

I, the undersigned, understand that I am required to follow the above rules relating to the CSA Worker Share Program. I understand that there also may be additional rules relating to the particular job I am assigned to.

Signature: _____

Date: _____

WAIVER OF LIABILITY

Except for as provided by applicable law, I agree that Turtle Creek Farms Gardens LLC and its affiliates, members, employees shall not be liable for any damage or loss to my property, or any injury or death resulting from my participation in the Turtle Creek Gardens CSA Worker Share Program and I waive all such claims against Turtle Creek Gardens, unless such damage, loss, injury or death shall be due to the intentional or reckless act of Turtle Creek Gardens. I understand that the risks of damage, loss, injury and death may include but are not limited to loss or damage of any property I bring to the CSA work site, injury or death resulting from sunstroke or over-exertion, injury or death from me or someone else using equipment or tools, injury or death from TCGs' negligence in maintaining the fields, tools or equipment, etc.

I have been given the opportunity to bargain for different waiver of liability terms and I hereby waive the right to bargain for any different terms.

Signature: _____

Date: _____

Personal and Contact Information:

Name: _____

Address: _____

Phone: _____

Email: _____

Schedule Information:

I would like to work on this day:

Mondays 8:00-Noon

Tuesday's 8:00-Noon

Wednesday's 8:00-Noon

Saturday 8:00-Noon

Alternate day and time upon approval from Farm Manager _____

I have a scheduled event on this date: _____

Work Type Information:

I would be best doing this job: _____ (optional)

I have these skill sets to offer: _____