

# Cosmic Workshare Farm Agreement

The aim of this contract is to clarify what we expect of you as a workshare, and what you can expect from your commitment. Workshares are critical to the success of the farm. Without you, Cosmic Apple Gardens could not provide high quality veggies to our community. You are a very important link in the production and harvest of this Community Supported Agriculture Program. Therefore it is critical that you fulfill your contract as a committed workshare.

Please read the following carefully. Initial after each statement to accept the terms of this agreement. Please feel free to ask us about any statement you have questions about.

## Workshare Expectations

Be on time.

Organize a sub if you cannot make a shift.

Stay focused and efficient with your time on the farm. When you finish a task, look for and ask what needs to be done next.

Have pride in your work. Strive to do excellent work while being efficient. The more we harvest, the more veggies you take home!

Ask if you don't know. Clarify instructions which are not clear to you.

We encourage teamwork and working with others. Yet we must discourage talking without working. Learn to multi-task. Talk, sing or tell jokes AND work at the same time. Talk with your mouth, not your hands!

Tools are to be put away after use. Work areas to be cleaned up after use.

Please plan on coming to our annual member party in August and our annual workshare party in October to celebrate your hard work.

## As a workshare:

1. I am responsible for every one of my shifts. I will arrive on time and be ready to work by 7am, or 1:30 pm. **I will be on time.**
2. My farm season **begins May 1st and ends October 31<sup>st</sup>.**
3. I am allowed three sub days.
  - Subs **must be pre-approved** by my manager. I will plan ahead and find a sub well before the night prior to my shift.
  - I am responsible for relaying pertinent information regarding farm procedures, directions and what my sub needs to bring.
  - My sub will be on time, or it will constitute a warning on my behalf.
4. The month of May is a **Trial Period** for us all. This will give you an opportunity to try out the position for the month to be certain that this is what you would like to do for the summer.

NOTE: This will also give the managers a chance to look at your work habits and build successful workshare teams.
5. A \$25 deposit is required from all workshares.
  - If I fulfill my contract, this deposit will be refunded to me at the end of the season and I will receive a \$25 bonus for a total of \$50. (workshares splitting will each pay \$25 deposit and be returned the deposit. They will split the \$25 bonus)
  - If I do not uphold my contract, the deposit will be forfeited and used in the Cosmic Lunch Fund.
  - The deposit will be refunded to anyone who upholds the contract thru May's Trial Period and is asked to be a sub, or decides the farm is not for them.
  - If I break the contract during the trial period, my money will not be refunded.
  - Being repeatedly late is a breach of our agreement!
  - Returning workshares are also expected to help guide and coach new workshares as to how the farm runs, the flow of our day and seasons, and the importance of doing a good job.
  - I will also receive a Cosmic T-shirt or hat upon fulfilling this agreement.
6. I am able to perform **hard physical labor for extended time periods.**
7. I understand that a breach of contract after the **first warning** may result in my position being terminated. There is a possibility that I could be replaced for other reasons not discussed in this agreement. I will receive one warning as to the nature of the problem.
8. No cell phones or electronic devices in the garden. We ask for 5 hours of your undivided attention. It is very distracting to listen to other people's phone calls and texting means you are using your hands for something other than garden work. If you

have head phones in you will not be able to hear the manager's instructions....or when she/he calls you for coffee break! We truly believe you will have a deeper connection with the farm if you are present and listening to sounds of the garden, and your fellow workshares. We also believe it is our responsibility to provide the healthiest growing scenario possible for our food. Cell phone radiation and EMF's disrupt the cosmic influences on the plants. You are welcome to check your messages and make any needed calls/texts at coffee break, which is in the middle of every shift.

**As a Farm...**

1. The farm will provide me with one full share of vegetables, herbs and flowers (from approximately early June through mid October).
2. I can stay for an optional farm lunch after my shift.
3. Farmers and managers will do our best to answer your questions about farming and food. We will strive to provide you with a fulfilling experience though hard work and discussions with farmers and employees.

**I understand and accept these conditions.**

My signature \_\_\_\_\_ Date \_\_\_\_\_

Print name \_\_\_\_\_

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

Phone \_\_\_\_\_ email \_\_\_\_\_

Below are the days and times workshare shifts are available. Please pick which day works best for you and which day is your second choice.

Monday 7am-12:20pm	Tuesday 7am-12:20pm OR Tuesday 1:30pm-6:30pm	Wednesday 7am-12:20pm	Thursday 7am-12:20pm
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1<sup>st</sup> Choice \_\_\_\_\_ 2<sup>nd</sup> Choice \_\_\_\_\_

Please give us the name and phone number of one work related reference.

Name: \_\_\_\_\_ Phone \_\_\_\_\_

Questions?  
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Thank you for your hard work and commitment to locally grown organic food. Thank you for being part of the solution! We could not do it without you.