

## ***Growing Lots Urban Farm*** **Workshare Application & Contract:**

*The objective of this contract is to define the basic expectations and requirements for participating in our work share program. It is written to be clear and straightforward, but please don't feel intimidated! Growing Lots Urban Farm aims for a work environment that is welcoming, friendly and respectful, and fun! We also believe that clear expectations are essential for good relationships. Our farm is a great 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 our terms as outlined below.*

***Please read this list of expectations carefully before applying for a work share.***

### **Description and Allocation of Work Shares:**

A work share member is someone who commits to volunteering to work on our farm on a weekly basis throughout the season in lieu of paying for a full CSA membership. In return, we will provide work share members with a full CSA share, along with a uniquely gratifying experience.

**Growing Lots Urban Farm** agrees to provide its work share members with a full season of produce as described in our 2015 CSA Sign-up Form.

In any given season, we will only have a set, limited number of work share positions available. In the event that more applications are received than work shares are available, candidates will be chosen based on the following criteria:

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

### **Work Share Member Expectations:**

- Work shares 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: digging new raised beds, 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 4-hour periods of time (lifting, bending, kneeling, sitting, squatting, standing, carrying, pulling, etc.). Though we encourage anyone looking for a way to be involved with our farm, we unfortunately cannot negotiate this basic requirement. You must be able to work at this level to participate in our work share program.
- The standard of trade for a share of produce is one 4-hour shift (or two 2-hour shifts) of volunteer labor per week throughout the full farming season (beyond the regular CSA season), **April 4<sup>th</sup> through November 19<sup>th</sup>**. Where possible, we strongly prefer not to spread out these four hours across multiple shifts.

- If you miss your weekly workday for any reason, the hours need to be made up. This can be done by putting in the time on a different day (as agreed upon with the farmers) or staying longer on other shifts. **Please coordinate such arrangements with as much advance notice as possible.** With prior arrangements, you may also work extra hours in advance of taking time off. Time can also be made up later in the season, but at the end of each month, at least 75% of total required hours to date must be completed.
  - 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.
  - Please **be on time** for your shift!
  - 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 ideal. 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.
  - Have fun, but also 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. Be open to learning new skills, improving, and receiving feedback. We also welcome feedback from you!
  - Growing Lots Urban Farm welcomes thoughtful and engaging conversation. However, please be mindful and respectful of those around you as you express opinions or discuss subjects of a sensitive nature (religion, politics, etc.).
  - Work will be performed at Growing Lots' three sites: 2 in the western area of the Seward Neighborhood (22nd and 24th and Minnehaha) and one in Longfellow (40th and Minnehaha).
  - Children under the age of 10 are not permitted to come to the farm with a work share member while he or she is working. Older children may volunteer at the farm; however, their time spent helping will not be counted towards the adult member's hourly requirement. This may be adjusted on an individual basis.
- (All children are welcome and encouraged to visit Growing Lots Urban Farm as long as they have a responsible person watching over them at all times and the farmers have been given fair notice.)

**Please complete this page of the Work Share Application and email as an attachment along with a cover letter and resume to: [growinglots@gmail.com](mailto:growinglots@gmail.com). You may also mail it to Growing Lots, 1915 E 22nd St #5 Minneapolis, MN 55404. Please keep a copy of this contract for your own records.**

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

(If not the above signed, who will be the person fulfilling the volunteer requirements of this work share agreement?)

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

Phone #: \_\_\_\_\_ Email: \_\_\_\_\_

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

I agree to accept the conditions of this Work Share Contract. \_\_\_\_\_ (initial)

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

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): Tuesday Wednesday Friday
- \_\_\_\_ My personal schedule is not flexible. I can *only* come: \_\_\_\_\_
- \_\_\_\_ Other (please explain): \_\_\_\_\_

\*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 working on any site associated with Growing Lots Urban Farm. I also agree to be completely responsible for anyone else I bring with me to the farm.
- I agree not to hold Growing Lots Urban Farm, their lessors, 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 work share agreement.
- I also understand and acknowledge that while performing my work share agreement I am in no way considered an employee of Growing Lots Urban Farm and as such do not qualify for any type of employee benefits or compensation.

Work Share Member Signature: \_\_\_\_\_

Printed Name: \_\_\_\_\_ Date: \_\_\_\_\_

Farm Owner Signature: \_\_\_\_\_

Printed Name: \_\_\_\_\_ Date: \_\_\_\_\_