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# **Employment at Fishbowl Farm**

#### **Work Description:**

Most of the work we do is by hand. Be it planting, weeding, tending, harvesting, washing, and packing vegetables; it is largely done by hand. It can be physical work at times and at times it can be pleasant and meditative. Whatever the task: efficiency, attention to detail, and quality need to be at the forefront.

We have three tractors that we use for tillage and cultivation. We rely heavily upon these tractors to perform the work that would otherwise be unreasonable for us to do by hand. Most of those tasks are done by Chris or the farm manager because of the care and skill required doing them effectively. However, if you have a strong desire to learn using a tractor we encourage you to enroll and attend a tractor safety training course and we will give you opportunity to gain practical experience with our tractors.

#### Work Schedule:

We aim to hire a crew of 2 to 4 persons each year that is able to work full-time for the duration of the season, which starts in April and goes till November. We frequently have part-time employees, but give preference when hiring to those able to work full-time.

Our work schedule varies throughout the week and also with the season. On harvest days we start earlier to take advantage of the coolness of the morning. On days other than harvest days we start an hour later to allow for more rest. Our start time also varies depending on the month, in April we will start later than in August and September because of the earlier sunrise and the need to accomplish more during those late summer months.

The start time on harvest days are as follows: April 8am, May and June 7am, July through September 6am, October and November 7am. Harvest days are Monday and Thursday. Dates for when changes are made to the schedule, will be announced at our weekly briefings the week prior. Around noon we have ½ hour paid lunch break, please bring your own lunch. Additionally, breaks are given as needed throughout the day for restroom breaks, snacks, and drink. Please provide your own snacks and water bottles.

#### Compensation and time-off:

We strive to provide a decent living for those wishing to farm with us at Fishbowl Farm. Therefore we hire only hourly employees starting at \$10.00/hour. After your first season you will receive a \$0.50 raise and an additional \$0.50 raise every year thereafter till you are making \$12.00/hour. We offer additional compensation in the form of free produce available at the end of most days.

Time-off is important and difficult. It is important for you to have additional time-off to attend weddings, family functions, go camping, and otherwise recoup from a strenuous work schedule. It is also difficult to allow time-off during the months of August and September when the farm is producing at maximum and all available help is required to harvest and prep it for market. Therefore we have developed a system that allows for adequate time-off while still meeting the needs of the farm. For full-time employees (4 to 5 days working) you will receive 1 day off for every 6 weeks you work. For part-time employees (2 to 3 days working) you will receive 1/2 day off for every 6 weeks you work. For both full and part-time employees these days are accruable and can be used individually or combined. For example: if you are a full-time employee who has worked for 18 weeks you have earned 3 days off which you can use to take a 5 day weekend if you wish or three 3 day weekends. Time-off is unpaid. Exceptions are made for extraneous situations.

### Education at the farm:

We love to share our knowledge of farming and about our life experiences. Though we are not educators with a curriculum we gladly share what we know if you ask. Therefore you should feel free to ask questions as they develop. Additionally we have a library of books that we lend freely to those wishing to further their education.

#### What we expect from our employees:

**Punctuality:** The start time is the start time, please arrive a few minutes early to get yourself in order and be prepared to work at the designated time.

**Work ethic:** Farming is work. We have built our lives and our livelihood around farming. We enjoy what we do and experience a deep sense of satisfaction from providing our customers with beautiful and nutritious produce. Therefore, we expect our employees to appreciate this and do their best to stay focused on the task at hand be efficient about performing the task. We also like to have fun while farming, but we ask that the needs of the farm remain the top priority.

**Working independently:** As noted above we enjoy that our work is enjoyable. A good amount of our pleasure comes from working together in groups where we can have discussions, tell jokes, and otherwise commiserate with our friends. We make every effort to create work groups to tackle the tasks of the day, but at times you must be prepared to work independently.

**Efficiency:** In order for us to be a viable and profitable farm that pays its employees a livable wage we need each of our employees to be aware of their productivity. We will teach you the best ways to complete each task and we expect you to be willing to learn and emulate even if they seem difficult at first. However, we are open and receptive to new ways of doing things and

will gladly accept new ideas. Though, please remember we have been farming for more than a few years and have tried many ways of doing just about everything.

**Working in all weather conditions:** You should come prepared to work in any weather condition. Be it rain, snow, heat of summer, we need to be able to perform the tasks required. We make every effort to adjust the day's tasks to avoid the worst of any weather situation, but this is a farm and the work must go on. We will provide you with rain gear, gloves, and aprons. We ask that you bring an additional change of clothing to stay warm or should one set gets wet.

## Items and Apparel that you will want to bring to work:

- A water bottle or two. This does not need to be fancy as they are frequently misplaced. Empty soda or juice bottles will do just fine.
- Gloves, we will provide gloves but if you have a favorite pair then bring'em.
- Layers of clothing. The weather is unpredictable and changes throughout the day, please be prepared for everything.
- A change of clothes. Though we provide rain gear your cloths can still get moist from perspiration. Dry clothes are the equivalent to heaven.
- A rugged pair of comfortable rain boots. 75% of our work is wet work at the foot level. We like Muck brand boots but there are other more affordable boots we have not tried.
- A pair of comfortable work shoes/boots. These are for the other 25% of work.
- A hat.
- Sun block.
- Bug repellant. We typically prefer to go without, but if you are sensitive then this will be important
- Snacks. If you prefer to graze throughout the day this will be crucial. You will burn a lot of energy working on the farm and snacking will replenish your energy.
- A story or joke to share. Not a requirement, but we all love to hear a good tale to help us pass the hours of work that at times can be monotonous.
- A bag to put it all in. We move about the farm frequently from task to task and being able to move quickly and efficiently is valued.