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Employment Application 2024 Full or Part Time | Seasonal Farmworker

Thank you for your interest in working with us! We are a small family business with two locations. Our main busy season is March through October. We primarily do farm/greenhouse work involving growing plants and selling them to our customers. Overall, this is a physically demanding job that we do in all weather conditions, but we have a lot of fun doing it and it keeps us active. We try to be straight forward in this application to keep everyone's expectations of this job realistic.

There are a few non-negotiable qualities we look for regardless of position:

- We only accept applications for people who are 18 years of age or older.
- All employees must be friendly and welcoming to customers and fellow employees. We can teach you everything you need to know for the job, but we can't teach you to have a positive attitude.
- Weekend availability is required. If you are unable/unwilling to work on the weekends, you most likely will not be a good fit. We do not require every weekend of the year, but we work weekends March through December. We require all employees to work every weekend in April and May without exception. Part time employees must work at least one weekend day. **All employees must work both days of Open House, absolutely no exceptions. Open House is April 20 and 21, 2024.**
- Prioritize this job in your schedule. We are extremely flexible and will set expectations for scheduling before you begin. Once you have a schedule, you are expected to stick to it. If you are someone who often calls off, shows up late, has emergencies pop up, is sick frequently, etc. this isn't going to be a good fit. Our work is time sensitive (plants like to be watered daily or they die) so you can't just do the work another time. If you said you are going to be here, then we expect you do be here. Obviously, emergencies do happen, and we understand that, but not weekly.
- Physical ability to work. To be honest, we have multiple part time people who work for us just because they like the physical activity. On the other hand, we have people who think they want to work outside and quit their desk job only to find it is substantially more difficult than they thought. You will be on your feet pretty much all day. We move plants around constantly and they can be heavy. One thing we like to be upfront about is that everybody pulls weeds. Regardless of age, gender, pay rate, full/part time, etc. everyone pulls weeds. This is sometimes a deal breaker for people when they are crawling under a table pulling weeds, so it's important that you know. Additionally, you will be asked to do all kinds of tasks. Sometimes that is moving furniture, loading bags of mulch, picking up pallets, carrying heavy trees, etc. This is true for all locations. We fill our own flats, move all of the hanging baskets by hand, load and unload trucks by hand, etc. Nobody only does the planting, or only does cashiering, or only does xyz. Everyone helps with everything that needs to be done.
- It gets hot in the greenhouses. Regardless of outside temperatures, if the sun is shining it is 80+ degrees inside.

Work ethic expectations:

In theme of being upfront, it's important to know the type of individuals we hire. If you are the type of person who wants to clock in and be on their phone, pace around, and not really know what's going on this is absolutely not the job for you. We like people who are constantly on the move and looking for things to do. We want people who are responsible enough to complete tasks that they are given as quickly as possible without supervision. Additionally, we look for people who can identify tasks that need to be completed without being told. People who are fast paced and always looking for something that can be done are the type of people who do best here.

Scheduling expectations:

We are primarily interested in people who can work 40 hours per week. However, we will also consider part time. We require at least three full (nine hour) work days for part time employees. We generally are not interested in people who can only work partial days. We still accept applications from people with all types of scheduling availability in case we have openings. Our hours are typically 9am-6pm. On Sunday we have people work 9am-5pm. The last two weeks of May we are open 9am-7pm Monday through Friday. We expect part time people to work the entire 9am-7pm since the full time staff can not exceed 40 hours and part time is well under 40 hours.

Typically full time employees will have two consecutive week days off per week. Part time employees generally work the same three or four days per week.

We require weekend availability. By that we mean nearly every weekend from March through October and most of November/December. We're fine with a weekend day off here and there (not in April/May) but in general we require most weekends since that is when the majority of our sales take place.

If you think you might not meet our scheduling expectations, but really want to work here, it's still worth applying to see if we could use your help in any way.

Payment expectations:

We pay weekly checks (Thursday to Wednesday, pay day on Friday). Almost everyone will start at \$11-12/hour. Raises will depend on the value you bring to the team. We do generally do annual raises, but people who catch on quickly and have additional skills may receive an increase in pay before their first full year.

Still sounds like you're a good fit? You're even ok with pulling a few weeds here and there? And you can work on the weekends? Please fill out the next pages:

Qualification Checklist

Please check all of the following statements if they apply to you.

_____ I am able and willing to work on the weekends

_____ I am of age 18 or older

_____ I have reliable transportation (i.e. my own working car and driver's license) and can be at either Grant's Farm or Grant's Garden Center on time for my scheduled shift

_____ I understand that I am applying for a seasonal position, and employment can/will end at an undetermined time

_____ I am known for maintaining a positive attitude and being a great person to work with

_____ I love assisting customers

_____ I have a general understanding of how an iPad works (i.e. I have used one before and know where the home button is, and what an app is).

_____ I can work shifts longer than 8 hours in length- I am here to get the job done and not necessarily leave at 5pm every day.

_____ If it is the stated closing time and a customer is still shopping, I will happily wait for them to complete their purchase before leaving.

_____ I understand I may be scheduled for shifts other than at my primary work location

_____ I would consider myself highly reliable, and my references will confirm this. I rarely have sick days or emergencies.

_____ I am not afraid of farm pests/ understand I may encounter them (mice, snakes, spiders, etc.)

_____ I will not post about my job on social media

_____ I understand I will be asked to do physical labor such as pulling weeds from under tables

If you were unable to check any of the statements and we have not discussed in person, please explain on the back of this page.

Additionally, here are a few things you should note:

- We only pay for hours worked- there are no paid sick or vacation days.
- This is a seasonal position. Positions will start ending in June, but some may last longer
- As we are operating in the agriculture industry and your job description is "farmworker" we do not pay overtime (FLSA(29 USC §201 et seq.; 29 CFR Parts 510 to 794))
- Open House weekend is April 21 & 22, 2024. We require all employees to work this weekend and the following three weekends **including** Mother's Day weekend, which is May 11 & 12, 2024.
- This job requires outdoor physical activity in all weather conditions.
- You must be able to lift 50+ pounds.

Grant's Farm & Greenhouses
Application for Employment

General Information:

Name: _____

Gender: _____

Date of Application: _____

Marital Status: _____

Address: Street _____

City _____ State _____ Zip _____

Phone Number: _____

Date of Birth: _____ Social Security: _____

When are you available to begin work: _____

Are you looking for full-time or part-time? _____

Which locations are you applying for? _____

Have you worked here in the past? What dates and why did you leave? _____

Education:

High School Attended: _____

Date of Graduation: _____

College Attended: _____

Date of Graduation: _____

Any other education:

Any horticulture specific experience:

Work Experience:

Are you currently employed?

May we contact your current employer?

Please list your two most recent jobs:

1) Employer:

Address:

Phone Number:

Position:

Work performed:

Dates employed:

Pay rate:

Reason for leaving:

2) Employer:

Address:

Phone Number:

Position:

Worked performed:

Dates employed:

Pay rate:

Reason for leaving:

Additional Information:

1. Are you prevented from lawfully becoming employed in this country because of Visa or Immigration Status? Proof of citizenship or immigration status will be required upon employment.

2. Have you been convicted of a felony within the last 5 years? If yes, please explain.

3. Are you physically able to lift 50 pounds?

4. Are you physically able to perform the duties for which you are applying?

Professional References:

Please list three **professional** references of people who can attest to your character and work ethic. No family members. Use managers, co-workers, teachers, coaches, etc.

1) Name:

Number:

Relation:

2) Name:

Number:

Relation:

3) Name:

Number:

Relation:

Applicant's Statement:

I certify the answers given herein are true and complete to the best of my knowledge.

I certify I have read and understand the job description on page one of this application.

Additionally, I understand I am applying for a seasonal position without over-time pay.

Signature of Applicant: _____

Date: _____