



Application and Worker Agreement

Varsity Detasseling ♦ 202 Knotty Pine Lane, Seward, NE 68434
402-641-3692 ♦ www.VarsityDetasseling.com

Please Print

Full name: _____

Social Security: _____ - _____ - _____

Street: _____

Phone: (_____) _____

City, ST Zip: _____

E-mail: _____

How many years have you done field work? _____

Your birth date, if under 18: ____/____/____

With which companies? _____

In an emergency, Varsity should contact:

Grade level next fall, if applicable: 7 8 9 10 11 12 College N/A

School name next fall: _____

Daytime phone for your emergency contact:

If you have not worked with Varsity before, list your outdoor activities, work, and sports activities of the last year:

(_____) _____

Work description: Detasseling is physical labor that involves walking down rows of corn and removing tassels from designated corn plants.

Applicant/Employee: My signature affirms that the information I have supplied in this application is accurate and complete. If I am selected to work for Varsity Detasseling, LLC, I agree to work to the best of my ability and to follow the terms of the Employment Agreement included with this application.

APPLICANT/EMPLOYEE SIGNATURE Date: _____

Parent or Guardian: I hereby give permission for my child to work with Varsity Detasseling, LLC., in accord with the Employment Agreement included with this application. I authorize representatives of Varsity Detasseling to act for me in emergency medical matters to their best judgment and to notify me as soon as possible. If any applicant information was submitted online, the parent or guardian signature acknowledges the use of this information for internal purposes. This notice conforms with the Federal Children's Online Privacy Protection Act.

PARENT or GUARDIAN SIGNATURE (if the applicant is under 18 years old) Date: _____

Varsity Detasseling is an equal opportunity employer. Federal, state, and local laws prohibit discrimination on the basis of race, color, religion, sex, disability, marital status, national origin and age. It is our policy to comply fully with these regulations and information requested on this application will not be used for any purpose prohibited by law. Pursuant to Nebraska law regarding detasseling, the following contact information is listed for our workers: Concerning non-payment of wages, complaints can be sent to the Office of Safety and Labor Standards, 301 Centennial Mall South, Lincoln NE 68509-5024 (402-471-2239).

Common employment-related questions

What types of identification will I need to fill out employment forms? Most workers 18 years old and older, use a driver's license and Social Security card to show they are eligible to work. Most workers under 18 use a Social Security card and a parent signature. Several other types of less common ID will also work.

Where do I get a new or replacement Social Security card? Call the Social Security Administration at 1-800-772-1213.

Varsity Worker Agreement

Incentive pay system: With our Incentive Pay System, you will be paid based on how many rows you successfully detassel or rogue. Varsity leaders tally your rows for each field. A successful completed row meets minimum standards for quality. To be eligible for incentive pay, that is what you have earned above minimum wage, you must work at least 30 hours.

You are expected to work every day. You may excuse yourself by speaking to your crew supervisor before the missed day(s) or miss only because of an emergency. Because Varsity uses a pay-by-row system, there is no fixed hourly rate. Nevertheless daily hours, beginning at the pick-up site and ending at the drop off site, are recorded in order to comply with applicable state and federal labor law (including minimum wage). (A one half-hour lunch is standard and is not compensated.)

Paychecks: You will be paid once at the end of the season by Varsity Detasseling LLC. Taxes will be withheld as required by local, state, and federal regulations. Minimum wage is guaranteed including travel time. You are encouraged to daily record your travel time and time worked in the field. By request, a season summary at the end of the season will be made available of your days and hours worked and pay.

Timing of season: A 16- to 24+ day season is common, but no specific amount of work can be guaranteed since season length depends on corn growth and other variables not under Varsity control. Roguing may start any time from late June, depending on the growth of the corn.

Workday hours and travel: Most Varsity crews meet at 5:00 a.m. Regular pick-up times are set as routes to the field are established prior to the season. Generally crews work until mid-afternoon, but the end of the workday will vary. Crews are paid minimum wage for travel time for each day to the first site and from the last field. Varsity will provide transportation to the fields. If crew members choose to use other transportation, Varsity assumes no liability in case of accident.

Other Issues: Worker's Compensation insurance will be provided for any work-related injury or illness during the course of employment. Varsity crews work in all conditions except overhead lightning and excessive heat, and are required to show up for work each day regardless of early morning weather conditions. Varsity wants crew members to have a full and successful season. Crew members should understand, however, that this agreement establishes an "at-will" employment relationship. Crew members may be terminated or released for failure to satisfactorily perform the work, destructiveness, insubordination, not following directions, sexual harassment, abusive language, use of alcohol, or other reasons considered sufficient by Varsity.



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Dear Prospective Varsity Roguer/Detasseler:

Thank you for applying to be part of the Varsity Team. **This year we have limited space on our crews, so print out and fill out the application material and return it ASAP. Turning in paperwork early helps your chances on being part of the Varsity team.** We will contact you when we receive your application and, if hired, send you the additional forms that need to be filled out.

We will be working for Pioneer Hi-Bred. Our crews will be primarily roguing this year with perhaps some detasseling.

A good deal of paperwork is required, **so please read directions carefully.**

Review the basics:

When will we start? It all depends on the weather but most years we start roguing the last week of June. How long does the season last? Our best estimate is that we will work until the end of July, with few days off. If hired, try not to miss any days but special arrangements can be made. Just work out the details out with your crew supervisor.

- Our priorities are safety and finding the best way to make our people successful.
- You'll be working with friends and enjoying each other's company, but there's no horseplay, no smoking, and no swearing allowed.
- We work on Pioneer fields. Pioneer will pay minimum wage checks weekly (direct deposit, etc.) for work done on their fields and any/all additional pay at the end of the season.
- You are expected to work every day. (Yes, you may be excused but it has to be cleared before the days missed or for an emergency.)
- For detasseling, your pay depends on how many rows you do. Your tally of rows passed on each field is what is important. Show up ready to work, be responsible, and you're all set.
- Minimum pay this year is \$13.50 an hour and you are paid from your pick-up time until your last field for the day is completed.

After we receive your paperwork, we will notify you whether we have an opening for you.
Dr. Larry

Dr. Larry Oetting
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larryoetting@gmail.com