FARM EMPLOYEE AGREEMENT

The objective of this lab exercise is to learn how to develop an effective farm employee agreement, and to develop useful questions for interviewing candidates for a position.

1. Go to the following Internet site: http://www.agricareersinc.com/job_farm.htm.
   - Find an on-farm employment position that looks interesting to you.
   - Highlight the job announcement and paste it into a blank page.

Then write a farm employment agreement for the position that you have chosen. Include elements discussed in class and in Chapter 21. Develop your own information and ideas—don’t just copy the example in the book. You can make up the details that are not in the announcement. Number the sections or main points. You should be able to complete the assignment in 2 - 3 pages. Include at least the following elements:
   - Position title
   - Work location
   - Job duties and expectations (be specific)
   - Work schedule (days and hours)
   - Vacation, sick leave, holidays and personal days allowed
   - Supervision (employee’s supervisor, whether other employees will be supervised, etc.)
   - Compensation (hourly or monthly rate, overtime, when paid)
   - Include and describe a bonus or incentive plan
   - Benefits (e.g. insurance, housing, produce, vehicle, clothing, etc.)
   - Performance appraisal (how often, by whom, standards)
   - Opportunities for further training
   - Procedure for termination or resignation

2. Write a list of at least 4 questions that you would use to interview candidates for this position, if you were the employer. These should be open-ended questions that would help you choose the best candidate. Avoid questions about age, race, religion or marital status, however.

3. Go to the website http://agecon.uwyo.edu/aglabor/FrameVideos.htm. Go to the video vignette Insubordination and click on LAN to watch it (or MOD if you have a modem). Be sure you have sound available. Then watch each of the 4 responses. Write a half-page summary of how you would have handled the situation if you had been the supervisor of this employee. Feel free to watch some of the other vignettes.

Turn in (1) the job announcement, (2) the employee agreement (3) the interview questions, and (4) the response to the vignette.