

Biddick, Inc 2017 Rogueing/Detasseling Employment Policy

The following guidelines are for your reference for detasseling at Biddick, Inc. If you have additional questions please ask your detasseling supervisor.

SAFETY: We emphasize working safely. Safety is a shared responsibility. Come to work with the right attitude about your work and do not engage in activities that can cause injury to yourself and/or your co-workers.

Work Performance/Reference: Your work performance during the season is evaluated. The evaluation is one of the criteria used in selecting future year's crews and is part of your employment record.

WAGES: Pay rates vary according to experience. Wages are paid on an hourly basis. All Sunday work will be paid at 1.5 times the normal rate.

Weather Schedule: The following guidelines will apply when we have to interrupt work due to weather. If we have not gone to the field and started work there will be no pay. If we have gone to the field and started work, and must come back in to the buildings; we will pay you at ½ your regular rate while we wait to resume work. If we stop work and send you home your pay stops when the work stops.

WORK HOURS: The normal work schedule is Monday through Friday, 8:00 am to 4:30 pm. Work schedules can vary dependent upon the weather and the work that needs to be done. Saturday and Sunday work may be required. If the weather is excessively hot we may quit for the day early.

WHAT TO WEAR: What you wear depends on the individual. Some workers wear shorts and sleeveless tops to stay cool, while others wear long pants and long-sleeved shirts to avoid the sun and possible cuts from corn leaves. Remember that temperatures can vary considerably from early morning to afternoon. Lotion type sunscreen is highly encouraged. **Please do not use spray on sunscreen as it does not provide ample protection and sunburns may occur.** Rain gear is recommended as the corn is often wet in the morning, and we may work through a rain provided there is no lightning.

SHOES: Rogueing workers are required to wear tennis or work shoes with no open toes or heels.

WATER: Water is available at the farm. You need to bring your own water jug for your use throughout the day. **Gallon size water jugs are highly encouraged.**

LUNCH: Each worker should bring lunch in a container marked with worker's name. We will have a 30-minute unpaid lunch break around noon. Care should be taken not to bring highly perishable items. Soft drinks, juice, and powerade are available for purchase.

RESTROOM FACILITIES: Port-a-Potties will be in the fields, as well as at the plant.

TELEPHONE: A phone is available for those who want to call and let their rides know what time to expect the busses back at the pickup points. (Long distance calls must be made collect or on a calling card).

CONDUCT AND DISMISSAL: Generally the same rules that are followed in school apply to working at Biddick, Inc. We ask that you arrive for work on time and come with a willing attitude about the work assigned to you. Horseplay such as wrestling, arm wrestling, throwing objects such as tassels, dirt clods, hats, soft drink cans is not allowed as they could cause injury. Smoking is prohibited and use of profanity is not allowed. If you are found with any controlled substances or alcohol, you will be immediately dismissed and reported to the appropriate authorities. Bullying, inappropriate behavior and crew distracting activity is dealt with quickly and decisively. Disciplinary action will consist of an oral warning first, written warning second, and third, dismissal. We ask you to follow the instructions that are given to you while at work and give good effort to your work.

PLANNED ABSENCES: If you need to miss work for any reason, fill out a request form and turn it in to your crew leader in advance of your absence. If you are ill and cannot make it to work call 943-6363 between 7:00 and 7:30 am to report your absence.

ILLNESS: If you become ill in the field, tell your crew leader at once. You may not leave your crew without your crew leader's knowledge. A ride will be provided to take you back to the office and you may call someone to pick you up or you may wait for the bus.

RADIOS AND CELL PHONES: Crew Leaders have two-way radios for communication. These are used for emergencies and work directions. Cell phones are not permitted in the fields while working and should remain at home or in your lunch container. If you are caught with a cell phone in the field, it will be taken away and be returned at the end of the day. Small radios, iPods, or MP3's are permitted for listening to music while you work, as long as they don't interfere with your work.