



# Application and Worker Agreement

Varsity Detasseling • 6920 NW 3<sup>rd</sup> Street, Lincoln, Ne. 68521  
402-641-3692 • www.VarsityDetasseling.com

Please Print

Full name: \_\_\_\_\_

Social Security: \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_

Street: \_\_\_\_\_

Phone: (\_\_\_\_\_) \_\_\_\_\_

City, ST Zip: \_\_\_\_\_

E-mail: \_\_\_\_\_

How many years have you detasseled? \_\_\_\_\_

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.

\_\_\_\_\_  
Date: \_\_\_\_\_  
APPLICANT/EMPLOYEE SIGNATURE

**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.

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

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. You will be paid weekly minimum wage checks (direct deposit, etc.) during the season. You will receive your incentive pay, that is additional pay earned above the minimum wage already received, as a bonus payment within two weeks of the end of the season. To be eligible for incentive pay you must work a minimum of 30 hours for Varsity.

When detasseling, satisfactory participation in clean-up detasseling is mandatory for full credit of rows tallied on the initial pass through a field. 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. If you miss, you might lose an opportunity to "first pull" that day and take full advantage of Varsity's incentive pay system.

Because Varsity uses a pay-by-row system, there is no fixed hourly rate. Nevertheless daily hours, beginning at the pickup site and ending at the last field of the day, are recorded in order to comply with applicable state and federal labor law (including minimum wage). A lunch less than one half hour is paid. A one half hour or longer lunch hour is not compensated.)

**Paychecks (Direct Deposit, etc.):** You will be paid by weekly during the season at the minimum-wage rate for any hours on their fields as well as at the end of the season with all/any additional pay from Pioneer. All pay is based on the work records of Varsity. Taxes will be withheld as required by local, state, and federal regulations. You are encouraged to daily record your travel time and the time worked in the field. A season summary, by request at the end of the season, is available of your days, 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. Other types of fieldwork may start before roguing for some crews and some crews may not detassel.

**Workday hours and travel:** Most Varsity crews meet at 5:30 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 to the first field each day. 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.

# VARSITY DETASSELING

6920 NW 3<sup>rd</sup> Street Lincoln, Nebraska 68521 • [www.VarsityDetasseling.com](http://www.VarsityDetasseling.com)

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, which has plants in York and Doniphan, Neb. Our crews will be primarily roguing this year with perhaps some detasseling.

A good deal of paperwork is required - **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? The last three years we have been busy until the end of July. 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 for Pioneer York and Pioneer Doniphan. 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.)
- 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 \$9.00 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 Oetting  
402-641-3692  
[varsityinfo@varsitydetasseling.com](mailto:varsityinfo@varsitydetasseling.com)