



Agricultural and Food Processing Clearance Order ETA Form 790
Pedido de Empleados para Agricultura y Procesamiento de Alimentos

1. Employer's Name and Address (Number, Street, City, State, Zip Code)/ Nombre y Dirección del Empleador (Número, calle, ciudad, código postal) <i>CARLSON ORCHARDS, INC 115 OAK HILL RD P.O. Box 359 HARVARD, MA. 01451 Telephone number/tele'fono (978) 456-7916 Fax: (978) 456-8760</i>		Numbers 4, 5, 6, 7 and 8 for State use only.	
2. Location and Direction to Work Site/Dirección del lugar de trabajo <i>115 OAK HILL RD, HARVARD, MA. 01451 FROM HARVARD CENTER, take Fairbanks Street to OAK HILL RD. Follows OAK HILL ROAD 2 mi to farm on left.</i>		4. Industry Code/Código de Industria <i>45-2099</i>	5. Job Order #/No. Orden de Empleo <i>1096019</i>
(If additional space is needed, use separate sheet of paper)		6. Occupational Title and Code/Título Ocupacional y Código <i>Farm Workers & Laborers; Crop</i>	
		7. Clearance Order Issue Date/ Fecha de Tramite <i>8/1/11</i>	
(If additional space is needed, use separate sheet of paper)		8. Job Order Expiration Date/ Fecha de vencimiento <i>10/15/2011</i>	
		9. Anticipated Period of Employment/Periodo Anticipado de Empleo From/ Desde: <i>9-1-11</i> To/Hasta: <i>11-30-11</i>	
3. Location and Description of Housing/Dirección y Descripción de la Vivienda <i>115 OAK HILL RD, HARVARD, MA. 01451 WOOD BARRACKS, 3 BEDROOMS, BATH, KITCHEN & RECREATION AREA. DORMITORY STYLE, 20 PERSON CAPACITY All furnishings supplied by employer</i>		10. No. of Worker's Requested/No. de Trabajadores Pedidos <i>6</i>	
		11. Anticipated Hours of Work per Week/Horas Anticipadas de Trabajo por Semana. Total: <i>48</i> Sunday/Domingo _____ Monday/Lunes <i>8</i> Tuesday/Martes <i>8</i> Wednesday/Miércoles <i>8</i> Thursday/Jueves <i>8</i> Friday/Viernes <i>8</i> Saturday/Sábado <i>8</i>	
12. Collect Calls Accepted from/Se Aceptan Llamadas a Cobrar de: Employer/El Empleador Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Local Office/La Oficina Local Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>			

Rec'd 6/30/11

13. Board Arrangements/Arreglo de Alojamiento
Employer will _____ will not X provide 3 meals per day. (SEE ATTACHMENT 1, ITEM 3, C) FOR MORE INFORMATION)

14. Referral Instructions / Instrucciones para el Referimiento de Candidatos
Applicant holding office to refer all Qualified applicants through order holding office or applicants can apply directly to the farm during normal business hours.

15. Job Specifications / Descripción del Trabajo
Work may include but not limited to, (SEE ATTACHMENT A, FOR COMPLETE JOB SPECIFICATIONS)
(If more space is needed, summary of Material Job Specifications in ENGLISH can be included in separate document, and may also be included in SPANISH)

Crop Activities / Cultivos	Hourly Wage Salario por Hora	Piece Rate/Unil(s) Special Pay (bonus, etc.) Pago por Pieza/ Unidad(es) Pagos Especiales (Bono, etc.)		Deductions / Deducciones	YES/ SI	NO	Pay Period Periodo de Pago
<i>Apples</i>	\$ <i>10.25</i>	\$		Social Security / Seguro Social	X		<u>Weekly/Semanal</u>
<i>Tree Fruits</i>	\$	\$		Federal Tax Impuestos Federales	X		X
	\$	\$		State Tax Impuestos Estatales	X		Bi-weekly/ cada 2 semanas
	\$	\$		Meals /Comidas		X	
	\$	\$		Other (specify)/ Otro		X	Other/Otro

Per 04-9/16/11

More Details About the Pay/Mas Detalles Sobre el Pago
Workers will be paid on an hourly basis for all hours worked, (SEE ATTACHMENT 1, ITEM 16 A))
(If additional space is needed, use separate sheet of paper./Si necesita más espacio, utilice documento adicional.)

17. Transportation Arrangements /Arreglos deTransportación

After the worker has completed 15 days or 50% of the work contract period, whichever comes first, the employer shall reimburse the worker for cost of transportation and subsistence from the place from which the worker has come to work for the employer. Upon completion of the work contract 73 employer will pay reasonable costs of return transportation and subsistence, currently \$10. ~~per~~ per day, to the place from which the worker departed to work for the employer, as required at 20 CFR 655.122(h), except when the worker will not be returning to the place of recruitment, due to JY subsequent employment with another employer who agrees to pay such cost, in which case this employer only pays for the transportation to the next job. The amount of the transportation 7/15/11 payment will be equal to the most economical and reasonable similar common carrier transportation charges for the distance involved, "except that any worker protected pursuant to the Fair Labor Standards Act will be paid in compliance with the FLSA beginning in the first workweek."

(If additional space is needed, use separate sheet of paper./Si necesita más espacio, utilice documento adicional.)

18. Is it the prevailing practice to use Farm Labor Contractors (FLC) to recruit, supervise, transport, house, or pay workers for this (these) crop activity(ies)? Es la costumbre en el área de usar Contratistas Agrícolas para reclutar, supervisar, transportar, dar vivienda, o pagarle a los trabajadores en estos tipos de cosecha(s)? Yes/Si No

If you have checked yes, what is the FLC wage for each activity? /Si contesto "Si," cual es el salario que le paga al Contratista Agrícola por cada actividad?

Per J.Y. 7/16/11

19. Unemployment Insurance provided? Seguro de Desempleo?

Yes No

20. Workers' compensation insurance provided? Indemnización por accidente de trabajo:

Yes No

21. Are tools provided at no charge to the workers? /Se le proveen las herramientas de trabajo a los trabajadores sin cargo alguno? Yes No

22. List any arrangements which have been made with establishment-owners or agents for the payment of a commission or other benefits for sales made to workers. (If there are no such arrangements, enter "None") /Indique todo acuerdo o convenio con los propietarios del establecimiento o sus representantes con respecto al pago de una comisión u otros beneficios por ventas hechas a los trabajadores. (Si no hay ningún acuerdo o convenio, indique "Ninguno")
NONE

23. List any strike, work stoppage, slowdown, or interruption of operation by the employees at the place where the workers will be employed.

(If there are no such incidents, enter "None")

Enumere toda huelga, paro o interrupción de las operaciones por parte de los empleados en el lugar de empleo. (Si no hay, indique "Ninguno")

NONE

24. Address of Order Holding Office (include Telephone number) /Dirección de la Oficina donde se Radica la Oferta (incluya número de teléfono)
DIVISION OF CAREER SERVICES
CHARLES F. HURLEY BUILDING
19 STANFORD ST
BOSTON MA 02114

25. Name of Local Office Representative (include direct dial telephone number) /Nombre del Representante de la Oficina Local (incluya número de teléfono) DOLLY RAJA
617-626-5078

26. Employer's Certification: This job order describes the actual terms and conditions of the employment being offered by me and contains all the material terms and conditions of the job.

Certificación del Empleador: Esta orden de trabajo describe los términos y condiciones de trabajo, y contiene todos los materiales, términos, y condiciones ofrecidos.

Employer's Signature & Title / Firma y Título del Empleador

Date: 6/27/2011

[Handwritten Signature]

READ CAREFULLY, in view of the statutorily established basic function of the Employment Service as a no-fee labor exchange, that is, as a forum for bringing together employers and jobseekers, neither the ETA nor the State agencies are guarantors of the accuracy or truthfulness of information contained on job orders submitted by employers. Nor does any job order accepted or recruited upon by the One-Stop Career Center constitute a contractual job offer to which the One-Stop Career Center, ETA or a State agency is in any way a party.

Public Burden Statement

The public reporting burden for responding to ETA Form 790, which is required to obtain or retain benefits (44 USC 3501), is estimated to be approximately 60 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and reviewing the collection. The public need not respond to this collection of information unless it displays a currently valid OMB Control Number. This is public information and there is no expectation of confidentiality. Send comments regarding this burden estimate or any other aspect of this collection, including suggestions for reducing this burden, to the U.S. Department of Labor, Migrant and Seasonal Farmworker Program, Room S4209, 200 Constitution Avenue, NW, Washington, DC 20210.

ATTACHMENT A

JOB SPECIFICATIONS

May perform any combination of tasks related to the planting, cultivating, and processing of fruit and vegetables including, but not limited to, driving, operating, adjusts and maintains farm machines, preparing soil, planting, pruning, weeding, thinning, spraying, irrigating, mowing, harvesting, grading, packing. May use hand tools such as shovel, pruning saw, and hoe. Harvest tree fruit using a ladder and picking bucket. Worker will be required to carry picking bucket with approximately ½ bushel of fruit while ascending and descending ladder on a sustained basis. ~~1 months experience in duties listed above.~~

Remove — one month experience in
Per 7/6/11 duties listed above
JY 7/15/11

1 months experience in Apples only
JY 7/26/11

10/1/11

FORM ETA 790 AND ETA 9142 ATTACHMENTS

JOB ORDER TO BE PLACED IN CONNECTION WITH A FUTURE APPLICATION FOR TEMPORARY CERTIFICATION FOR H-2A WORKERS.

Attachment 1.

The employer assures that the working conditions comply with applicable Federal and State minimum wage, child labor, farm labor, contractor registration and other employment related laws.

A. CLARIFICATIONS OF ITEMS ON FORM ETA 790 AND 9142

Item 3 - Housing:

a) Housing will be clean and meet the applicable Federal and State Housing Standards. Workers will be responsible for maintaining housing in a neat, clean manner. Reasonable repair cost of damage, other than that caused by normal wear and tear, may be charged to workers found to have been responsible for damage to housing or furnishing. Housing and utilities are provided at no cost to workers who are unable to return to their place of residence the same day.

b) No tenancy in employer-provided housing is created by this arrangement. The employer retains possession and control of the housing premises at all times. Workers provided housing under the terms of this Clearance Order shall vacate the housing promptly upon termination of employment with the employer.

c) Employer will will not provide 3 meal per day. Employer will charge _____ a day. If meals are not provided then the employer will furnish free cooking facilities so workers may prepare their own meals. Free transportation will be provided once a week to grocery store so workers can purchase their groceries.

d) I request that my order be granted conditional entry into the Interstate and Intrastate Clearance System. I assure that the worker housing will meet the applicable Federal Standards not later than 7-1-11 Which is at least 30 days in advance of my date of need reflected in the attached ETA 9142 and ETA 790.

e) The housing is barracks single rooms number of rooms 6 capacity 20. The construction is wood frame block or concrete the floors are concrete wood .

Item 10 -Number of workers requested:

Employer is seeking certification for 6 H-2A workers. The total number of workers (both H-2A and non H-2A) employer expects to hire for the work activities listed in this job order during the contract is 6. These numbers are estimates only as total workforce needs are dependent on weather, crop conditions, worker availability and other factors.

Item 11 - Anticipated Hours of Work:

8 hours per day is normal. The worker may be requested but not required to work 12 hours per day and/or the Sabbath depending upon the conditions at the worksite, weather, and maturity of the crop.

Item 16 - Wage Rates, Special Pay Information and Deductions:

a) Workers will be paid on an hourly basis for all hours worked at the Wage Rate in effect at the time the work is performed, required at 20 CRF 655.122 (l) and 655.120 (a). The required wage may be different than it is at the time of filing this job offer.

The rate is based on: AEWR 10.25 Prevailing Wage _____ Employer's offer _____

10.25

34 7/26/11

Attachment 2

- b) If piece rate earnings for total hours of work at a piece rate during a pay period do not result in average hourly earnings equal to the guaranteed minimum hourly rate, the worker will receive make up pay to the guaranteed minimum rate.
- c) If so requested by the worker, the employer will transfer certain amounts of worker's earnings in a manner consistent with the worker's instructions.
- d) The employer guarantees to offer employment for a minimum of 3/4 of the workdays of the total specified period during which the work contract and all extensions thereof are in effect, beginning with the first workday after worker's arrival at the place of employment and ending on the expiration date specified in the work contract of extensions thereof. In Act of God terminations, the 3/4 guarantee period ends on the date of termination. Worker is not required to work more than 8 hours per day except when otherwise stated in the job order or on the worker's Sabbath or Federal holidays to meet the guarantee period.
- e) The employer will provide workers referred through the interstate clearance system 48 hours of work for the week beginning with the anticipated date of need, unless employer has amended the date of need by notifying the local office no later than 10 days before the date of need. If employer fails to notify the order holding office, then employer shall pay an eligible worker referred through the clearance system \$ 492.00 for the first week starting with the anticipated date of need.

If the worker referred fails to notify the order holding office of continued interest in the job no sooner than 9 working days and no less than 5 working days before the date of need the migrant worker will be disqualified from the above mentioned assurance.

Item 20- Workers Compensation:

The employer assures that Policy # NCA 0360174-10 issued by Union Ins. Co. provides the required insurance for injuries arising out of and in the course of employment. The employer further guarantees that if the policy ends during this contract period the employer will obtain continued coverage without a lapse in coverage.

B. OTHER CLARIFICATIONS AND ASSURANCES

1. The employer agrees to abide by the regulations at 20 CFR 655.122, 20 CFR 655.135 Assurances, 20 CFR 653.501, 654.403.
2. Employer Obligation if Employment Extended: No extension of employment beyond the period of employment specified in the job order shall relieve the employer from paying the wages already earned, or, if specified in the job order as a term of employment, providing return transportation or paying return transportation expenses to the worker.
3. Employer Notification of Changes in Employment Terms and Conditions: The employer will expeditiously notify the order holding local office or State agency by telephone immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over recruitment, or other factors have changed the terms and conditions of employment.
4. Outreach Workers: Outreach workers shall have reasonable access to the worker in the conduct of outreach activities pursuant to 20 CFR 653.107 and 20 CFR 653.501.

Attachment 3

5. Training: The employer will provide 2 days of training and/or allow 3 days of work for worker to reach production standards if applicable.

6. Wage Statement: The employer will furnish each worker on or before each pay day written statements which, comply with the regulations at 20 CFR 655.122(k).

- 1) The worker's total earnings for the pay period.
- 2) The worker's hourly rate and/or piece rate of pay.
 - 3) The hours of employment which have been offered to the worker.
 - 4) The hours actually worked by the worker.
 - 5) An itemization of all deductions made from the worker's wages.
 - 6) If piece rates are used, the units produced daily.
 - 7) Beginning and ending dates of pay period
 - 8) Employers name, address, and FEIN

7. Production Standards: After completion of training or break-in period, employer will expect worker to:

- Remove per J.Y. 7/6/11*
- For Apple harvesting 8 bu. per. Hour with no more than 5% bruising. *JY 7/26/11*
- For work which does not have an established minimum productivity amount, and which is measurable, the level of production shall be not less than 75% of the average output of the employers experienced workers.

8. Termination: Employer may terminate the worker with notification to the Employment Service local office if the worker: (a) refuses without justified cause to perform work for which the worker was recruited and hired; (b) commits serious acts of misconduct; or (c) fails, after completing any training or break-in period, to reach production standards when applicable. In the event of termination for medical reasons occurring after arrival on the job, or occurring as a result of employment, or in the event of termination resulting from an act of god, the employer will provide or pay reasonable costs of return transportation and subsistence to the place of recruitment and reimburse worker for reasonable costs of transportation and subsistence incurred by the worker to get to the place of employment.

9. Worker Agreement: A copy of the contract or this Job Clearance Order will be provided to the worker by the employer no later than when the worker is recruited or applies for their work visa.

10. Farm Labor Contractor: The employer assures that if acting as a farm labor contractor (FLC) or farm labor contractor employee (FLCE) on the order, he has a valid FLC certificate or FLCE identification card.

11. US worker qualifications: All workers hired under this order will be required to provide documentation attesting to U.S. citizenship or legal status to work in the U.S.

12. Tools and Equipment: The employer will furnish without cost, all tools, supplies or equipment required in the performance of work.

14. Transportation to Work: For workers who are provided housing, transportation at no cost to the worker will be provided between the housing and the worksite. The transportation provided will be in accordance with applicable laws and regulations.

15. Employees who are H2A workers are notified that they are required to leave the U. S. at the end of the period of certified employment, or if separated from employment early, unless the H2A worker is being sponsored by an employer ,for a future H2A contract.

Pursuant to regulations at 20 CFR 655.122(0), if, before the expiration date specified in the work contract, the services of the worker are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes the fulfillment of the contract impossible, the employer may terminate the work contract. Whether such an event constitutes a contract impossibility will be determined by the CO. In the event of such termination of a contract, the employer must fulfill a three-fourths guarantee for the time that has elapsed from the start of the work contract to the time of its termination, as described in paragraph (i)(1) of this section. The employer must make efforts to transfer the worker to other comparable employment acceptable to the worker, consistent with existing immigration law, as applicable. If such transfer is not affected, the employer must: (1) Return the worker, at the employers expense, to the place from which the worker (disregarding intervening employment) came to work for the employer, or transport the worker to the workers next certified H 2A employer, whichever the worker prefers; (2) Reimburse the worker the full amount of any deductions made from the workers pay by the employer for transportation and subsistence expenses to the place of employment; and (3) Pay the worker for any costs incurred by the worker for transportation and daily subsistence to that employers place of employment. Daily subsistence must be computed as set forth in paragraph (h) of this section. The amount of the transportation payment must not be less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved.

The employer or employer's agent will demonstrate to the worker proper picking techniques and will periodically monitor the worker's performance. Additional instruction will be provided as necessary during the training period. The employer maintains the right to dismiss a worker who, after the training period, continues exhibit, upon inspection, excess bruising.

The employer maintains the right to refuse to accept an obviously unqualified worker or to discharge a malingerer or recalcitrant worker who is physically able but does not demonstrate the willingness to perform the job.

JY 7/26/2011

7/29/11

NO

ATTACHMENT Y

ASSURANCE

The employer will pay the highest of the AEWR, the prevailing hourly wage or piece rate, the agreed-upon collective bargaining wage, or the Federal or State minimum wage, whichever is higher, for all hours worked in the payroll period.

JY - 7/26/2011