



U.S. Department Labor  
Employment and Training Administration

RECEIVED

JAN 27-12

OMB Control No. 1205-0134  
Expiration Date: November 30, 2012

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, and Zip Code)/  
Nombre y Dirección del Empleador (Número, Calle, Ciudad, Estado y Código Postal)

Cassaday Farms, LLC  
401 Pine Tavern Road  
NJ  
Monroeville  
08343

Telephone number/Teléfono: (856) 358-8167 Fax: (856) 358-0002

2. Location and Direction to Work Site/ Ubicación y Dirección al Lugar de Trabajo

401 Pine Tavern Road  
Monroeville NJ  
08343

(If additional space is needed, use separate sheet of paper/ Si necesitas más espacio, utilices otra hoja de papel)

3. Location and Description of Housing / Dirección y Descripción de la Vivienda

Dormitory style housing with common kitchen,  
living area and bathrooms on site.

(If additional space is needed, use separate sheet of paper / Si necesitas más espacio, utilices otra hoja de papel)

Nos. 4 - 8 for STATE USE ONLY  
Números 4 a 8 para USO ESTATAL

4. Industry Code/Código Industrial <b>111</b>	5. Job Order No. /Num. de Orden de Empleo <b>NJOB10056</b>
6. Occupational Title and Code /Título Ocupacional y Código <b>FARMWORKER - CROPS</b>	
7. Clearance Order Issue Date / Fecha de Tramite <b>1-24-12</b>	
8. Job Order Expiration Date / Fecha de Expiración <b>7-21-12</b>	

9. Anticipated Period of Employment / Periodo Anticipado de Empleo

From/ Desde: **03/01/2012** To/Hasta: **12/10/2012**

10. No. of Workers Requested / Num. de Trabajadores Solicitados

**69**

11. Anticipated Hours of Work per Week/Horas Anticipadas de Trabajo por Semana. Total: **40**

Sunday / Domingo \_\_\_\_\_ Monday / Lunes 7am-4pm  
Tuesday / Martes 7am-4pm Wednesday / Miércoles 7am-4pm  
Thursday / Jueves 7am-4pm Friday / Viernes 7am-4pm  
Saturday / Sábado \_\_\_\_\_

12. Collect Calls Accepted from/ Aceptan Llamadas por Cobrar de:

Employer / Empleador Yes/Si  No

Local Office / Oficina Local Yes/Si  No

13. Board Arrangements / Arreglo de Alojamiento

**A full kitchen with cooking and eating utensils is provided in dormitory.**

14. Referral Instructions / Instrucciones sobre cómo Referir Candidatos

**Mail or fax resume to the above address.**

15. Job Specifications / Especificaciones del Trabajo

**Manually plant, cultivate and harvest vegetables, fruits and field crops. Use hand tools such as shovels, trowels, hoes, tampers, pruning hooks, shears and knives. Till soil and apply fertilizers and pesticides. Transplant, weed, thin and prune crops. Clean, grade, sort package and load harvested products.**

**(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)**

16. Wage Rates, Special Pay Information and Deductions / Tarifa de Pago, Información Sobre Pagos Especiales y Deducciones (Rebajas)

Crop Activities	Hourly Wage	Piece Rate / Unit(s)	Special Pay (bonus, etc.)	Deductions	Yes/Sí	No	Pay Period Periodo de Pago
Cultivos	Salario por Hora	Pago por Pieza / Unidad(es)	Pagos Especiales (Bono, etc.)	Deducciones			
Various fruit and ve	\$ 10.60	\$		Social Security / Seguro Social	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Weekly / Semanal
	\$	\$		Federal Tax Impuestos Federales	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	\$	\$		State Tax Impuestos Estatales	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bi-week.y / Quincenal
	\$	\$		Meals / Comidas	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	\$	\$		Other (specify)/ Otro (especifica)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Other / Otro <input type="checkbox"/>

More Details About the Pay / Mas Detalles Sobre el Pago

(If additional space is needed, use separate sheet of paper. / Si necesitas más espacio, utilice otra hoja de papel)

17. Transportation Arrangements / Arréglos de Transportación

**Labor supervisor will provide transport to housing and local stores as needed.**

(If additional space is needed, use separate sheet of paper. / Si necesitas más espacio, utilices otra hoja de papel)

18. Is it the prevailing practice to use Farm Labor Contractors (FLC) to recruit, supervise, transport, house, and/or pay workers for this (these) crop activity (ies)? ¿ Es la práctica habitual de usar Contratistas de Trabajo Agrícola para reclutar, supervisar, transportar, dar vivienda, y/o pagarle a los trabajadores para este(os) tipo(s) de cosecha(s)? Yes / Sí  No

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

19. Unemployment Insurance provided? Seguro de Desempleo?

Yes/Sí  No

20. Workers' compensation insurance provided? Se le provee seguro de compensación/indemnización al trabajador:

Yes/Sí  No

21. Are tools provided at no charge to the workers? / Se les proveen herramientas sin costo alguno a los trabajadores?

Yes/Sí  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") / Enumere todos los acuerdos o convenios hechos con los propietarios del establecimiento o sus agentes para el 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 operaciones de trabajo por parte de los empleados en el lugar de empleo. (Si no hay incidentes de este tipo, indique "Ninguno")

NONE

24. Address of Order Holding Office (include Telephone number)/Dirección de la Oficina donde se radica la oferta (incluya el número de teléfono)

Workforce New Jersey  
One-Stop Career Center-Salem  
174 E. Broadway, 2<sup>nd</sup> Fl  
Salem NJ 08079

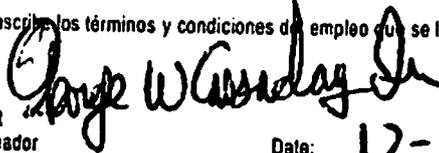
25. Name of Local Office Representative (include direct dial telephone number) / Nombre del Representante de la Oficina Local (Incluya el número de teléfono de su línea directa)

Manager, 856-935-7007

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 empleo que se le ofrece, y contiene todos los términos y condiciones materiales ofrecidos.

George W. Cassaday, Jr. - Farmer / President

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



Date:

12-10-12

**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 job seekers, 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.

**LEA CON CUIDADO.** En vista de la función básica del Servicio de Empleo establecida por ley, como una entidad de intercambio laboral sin comisiones, es decir, como un foro para reunir a los empleadores y los solicitantes de empleo, ni ETA ni las agencias del estado pueden garantizar la exactitud o veracidad de la información contenida en las órdenes de trabajo sometidas por los empleadores. Ni ninguna orden de trabajo aceptado o contratado en el Centro de Carreras (One-Stop Career Center) constituyen una oferta de trabajo contractuales a las que el One-Stop Career Center, ETA o un organismo estatal es de ninguna manera una de las partes.

**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.

ETA Form 790 (Revised Oct, 2010)

Previous versions not usable

## **Addendum**

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### **70 Unnamed Workers, FNU, Form: ETA-790 (Page 1)**

#### **2 Location and Direction to Worksite continued:**

From I-295, take Route 322 East to Route 77 South. Make a left onto Pine Tavern Road / County Route 648 just past Mood's Farm Market. Cassaday Farm is 1/4 mile up the road, on the right.

#### **10a Job Specifications continued:**

Plantar, cultivar y cosechar las verduras, frutas y cultivos de campo manualmente. Usar herramientas manuales como las palas, paletas, azadas, pisones, podaderas, tijeras, y cuchillos. Labrar la tierra y aplicar el abono y la insecticida. Trasplantar, escardar, hacer menos espeso y podar los cultivos. Limpiar, graduar, clasificar, empaquetar, y cargar los cultivos cosechados.

ASSURANCES STATEMENT  
Form ETA 790 Attachment

ATTACHMENT LTR.: A

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**General Conditions of Employment:**

The employer agrees to abide by the regulations at 20 CFR 655.122 and Assurances 20 CFR 655.135

The employer will provide to an H-2A worker no later than the time at which the worker applies for the visa, or to a worker in corresponding employment no later than on the day work commences, a copy of the work contract between the employer and the workers in a language understood by the workers.

The employer assures that the terms and conditions of this order shall be no less favorable to the worker than those contained in any existing labor contract or agreement by me, or my agent, for the same type of work.

The worker will be covered by Workers Compensation Insurance or equivalent employer provided insurance for injuries arising out of and in the course of employment. Proof of the Employer's insurance coverage will be provided to the Certifying Officer from the National Processing Center before certification is granted.

Any crew leader (farm labor contractor) and his/her agent(s) employed under this job order must have a valid State and Federal Farm Labor Certificate of Registration and must abide by all the requirements of the Migrant and Seasonal Agricultural Worker Protection Act (MSPA). The employer understands that they are responsible for assuring that all conditions of this agreement are met regardless of any acts or omissions of the crew leader and will negotiate any and all crew leader fees directly with the crew leader.

All workers hired under this job order will be required to provide documentation attesting to United States citizenship or legal status to work in the United States.

Workers must be able to demonstrate that they are physically able to perform the work specified in this Job Order.

The employer shall provide a suitable burial for the worker if he/she dies during the continuance of their employment hereunder or in lieu thereof, at the request of the next-of-kin, pay the cost involved in the preparation and transportation of the deceased worker to the place of origin.

Workers (will) (will not) be covered by Disability Insurance. (Cross out the incorrect response.)

Work performed under this job order (will) (will not) be covered by Unemployment Insurance.

**PESTICIDE TRAINING:**

The employer is certified in the use and application of pesticides per Federal Environmental Protection Agency and State Department of Environmental Protection requirements. The employer assures that workers hired under this order who will be handling pesticides will be provided appropriate training. \_\_\_\_\_  
N/A \_\_\_\_\_ (If not applicable insert N/A).

ASSURANCES STATEMENT  
Form ETA 790 Attachment

ATTACHMENT LTR.: A

The employer agrees to allow reasonable access to the workers by duly authorized Federal and State representatives including State Workforce Agency Outreach Workers in the conduction of Outreach and Field Check activities pursuant to the 20 CFR 653.107 and 20 CFR 653.503

Specific Conditions of Employment by ETA 790 Items #:

Item 2: LOCATION AND DIRECTION TO WORKSITE:

The worksite is located at 401 Pine Tavern Rd. Mooreville NJ in the following County/Countries: Salem. The directions to the worksite are: From I-295, take exit Rt. 322 East to Rt. 77 South. After Mood's Farm Market take left on Pine Tavern Rd. Farm is on right #401.

Item 3: LOCATION AND DESCRIPTION OF HOUSING:

Housing is located at 82 Dilks Rd and 418 Pine Tavern Rd.

Directions to housing are Same as above

Description of housing: Dormitory housing with common area, bathrooms and kitchen facilities.

Housing and utilities are provided at no cost to workers who are not able to return the same day to their place of residence. In the event a female worker is hired, separate toilet, shower and sleeping room will be provided by the employer. Any action taken by the employer to dispossess a worker of his dwelling shall be done in accordance with New Jersey state law.

The employer request permission for conditional entry into the Interstate and Intrastate Clearance System so that this job order can be transmitted to labor supply states in a timely manner to facilitate the recruitment of domestic workers. The employer assures that the worker housing will be clean, available for inspection and in compliance with applicable U.S. occupational safety and health administration regulations no less than 32 days prior to the date of need reflected in the attached ETA 9142 and ETA 790 forms.

Workers will be responsible for maintaining the housing and surrounding area in a neat and clean manner.

ASSURANCES STATEMENT  
Form ETA 790 Attachment

ATTACHMENT LTR.: A

**Item 9: ANTICIPATED PERIOD OF EMPLOYMENT:**

The employer (does) (does not) require multiple start dates, within the dates entered in Item 9 of the ETA 790, for various sub-groups of workers. If multiple start dates are required, the dates, number of workers required for each date, and other details are specified in ATTACHMENT NO. \_\_\_\_\_.

**Item 11: ANTICIPATED HOURS OF WORK:**

The normal workday is 8 hours long. Extreme heat, cold or drought may affect working hours. The worker may be requested, but not required to work as much as 10 hours per day and/or the worker's Sabbath, depending upon weather conditions and the maturity of the crops being harvested.

**Item 13: BOARD ARRANGEMENTS: (Check appropriate item)**

The employer will furnish free and convenient cooking and kitchen facilities so workers may prepare their own meals. Employer will provide (on a voluntarily basis) transportation to assure workers access to stores where they can purchase groceries and/or other incidentals.

\_\_\_\_\_ The employer will provide workers three meals per day and will deduct \$10.64 per day from each worker for meals.

**Item 14: REFERRAL INSTRUCTIONS: (Include here who an applicant or State Workforce Agency Representative should contact concerning employment and how that person may be reached)**

Call George Cassaday at 856-358-8167 or fax  
return to 856-358-0002.

Applicants, Workforce Agency Personnel, Walk-ins Gate Hires and others may:

- Call for an interview during normal business hours at the number listed on the ETA 790 form.  
\_\_\_\_\_ Report to the farm office or worksite listed on the RTA 790 form.  
\_\_\_\_\_ Other (Describe) \_\_\_\_\_

**Item 15: JOB SPECIFICATIONS:**

The employer has entered under "Job Specifications" only the essential job qualifications, including educational and/or training level, experience requirement and physical capabilities. The description of the job to be performed is complete. There are no other essential job qualifications or duties.

ASSURANCES STATEMENT  
Form ETA 790 Attachment

ATTACHMENT LTR.: A

Item 16: WAGE RATE, SPECIAL PAY INFORMATION AND DEDUCTIONS:

HOURLY WAGE RATE:

Per 20CFR 655.120 an hourly rate of not less than the Adverse Effect Wage Rate (AEWR), the prevailing wage rate or piece rate, the agreed-upon collective bargaining wage or the Federal or State minimum, whichever is highest will be the minimum rate of pay for all employees. The employer assures that if a change in the AEWR requires an increase in the guaranteed minimum, such increase will be paid as of the effective date of the increase. If the worker's piece rate earnings for a pay period results in average hourly earnings of less than the guaranteed minimum, the worker will be provided make-up pay to the guaranteed minimum rate.

PIECE RATE WAGE:

If a Piece Rate is offered on the job order, the work performed at the piece rate will be guaranteed to the workers for the stated period of employment unless crop activity will not realize the workers an hourly equivalent of at least the current AEWR. If it does not, the worker will be paid the AEWR, the Prevailing Wage Rate, or the employer's hourly rate, whichever is highest. If the employer requires one or more minimum productivity standards as a condition of work retention, such standards must be specified in the job offer and be no more than those required by the employer in 1977, unless the OFLC Administrator approves a higher minimum wage.

This job offer includes the following crop activity, any minimum productivity standards and rates of pay per unit: (Include all crops and activities not listed on the ETA 790 form)

Employer will offer the highest of the AEWR, prevailing hourly wage or piece rate, agreed-upon collective bargaining wage or Fed or State Minimum Wage, whichever is highest. Current AEWR is \$10.60 per hour.

The employer guarantees to offer the workers employment for at least  $\frac{3}{4}$  of the work hours of the total specified period during which the work contract and all extensions thereof are in effect, beginning with the first workday after the worker's arrival at the place of employment and ending on the expiration date specified in the work contract or extension thereof. In Act of God terminations, the  $\frac{3}{4}$  guarantee period ends on the date of termination.

EARNING RECORDS AND FEQUENCY OF PAY:

The employer will maintain adequate and accurate payroll records and will furnish to the worker on or before each payday a written statement showing the employer's full name and address, the worker's Social Security number, the total hours of work offered, the total hours actually worked, total number of units if piece rate. the

worker's total earnings and itemized deductions for that pay period. The statement will comply with 20 CFR 655.122 (j) through 20 CFR 655.122 (m).

**ASSURANCES STATEMENT**  
**Form ETA 790 Attachment**

**ATTACHMENT LTR.: A**

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The employer will deduct any applicable Federal and State taxes and garnishments as required by law. No deductions will be made which would bring the employee's hourly wage rate below the Federal Minimum Wage. Cash advances and commissary meals, if provided, may be deducted to the extent permissible under the Federal and State net wage requirements providing there is a written authorization signed by the worker.

**Item # 17: Transportation**

The employer will, at no cost to the worker, provide transportation between the employers provided housing and the actual work site.

The employer will pay the worker for reasonable costs incurred by the worker for transportation and daily subsistence from the place from which the worker has come to work for the employer, whether in the U.S. or abroad to the place of employment if the worker completes 50 percent of the work contract period and the employer has not previously advanced or provided transportation to the place of employment and subsistence costs.

The transportation reimbursement must be no less than the most economical and reasonable common carrier transportation charges, and the daily subsistence payment must be at least what the employer would charge the worker for providing three meals a day (if applicable), but no less than the amount permitted under § 655.173(a). *subsistence will be ~~\$10.73~~/day minimum and \$46. per day maximum.*

The employer will not be responsible for providing the cost of return transportation and subsistence from the place of employment to the place of recruitment if the worker voluntarily abandons the job or is terminated for just cause.

Upon completion of the work contract, or termination for medical reasons, or as the result of an Act of God, the employer will pay reasonable costs of return transportation and subsistence to the place of recruitment. When the worker will not be returning to the place of recruitment due to subsequent employment with another employer who agrees to pay such costs this employer only pays for transportation to the next job. The amount of transportation payment will be equal to the most economical and reasonable similar common carrier transportation charges for the distance involved.

The employer (will) (will not) reimburse inbound transportation and subsistence expenses to any other person, government agency, or private organization which paid or advanced such expenses after the worker has completed fifteen (15) consecutive calendar days of employment. In either event the employer will reimburse these costs to the person/agency/organization no later than the date the worker has completed 50% of the work contract period appearing in the ETA 790, Item 9.

**ASSURANCES STATEMENT**  
**Form ETA 790 Attachment**

**ATTACHMENT LTR.: A**

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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 or changed the terms and conditions of employment. If the employer fails to amend the date of need at least ten (10) working days\* prior to the original date the employer shall pay eligible workers referred through the interstate clearance system a minimum rate of the current Adverse Effect Wage Rate (AEWR) for each eight (8) hour work day in the first week on which those workers were present and available for work and no work specified in the ETA 790 is provided. If a worker referred through the interstate clearance system fails to notify the order holding office of continued interest in the job at least 5 days before the date of need, the worker will be disqualified from the above mentioned assurance. The employer agrees that no extension of employment beyond the period of employment shown on the job order will relieve the employer from paying wages already earned.

\* "Working days" are defined as days the NJ Now One-Stop Career Center order holding office is open for business.

Unless the employer has amended the date of need no less than ten (10) working days prior to the date of need through this notice to the order holding office, the employer will guarantee one week's wage to all workers subject to this order beginning with the anticipated start date.

The employer assures that all working conditions comply with applicable Federal and State minimum wage, child labor, social security, health and safety, farm labor contractor (crew leader) registration and other employment-related laws.

Non-monetary benefits provided by the employer are: \_\_\_\_\_

The employer may terminate the worker's employment at any time, with notification to the local office, if the worker:

1. Refuses, without just cause, to perform the duties for which the worker was recruited and hired; or
2. Commits a serious act of misconduct or breach of discipline; or
3. Abandons the job which is defined as being absent for more than five (5) consecutive scheduled working days without prior notification to the employer.

When the worker is terminated under any of these provisions, or if the worker voluntarily terminates his employment, the employer shall not be responsible for the three-fourths wage guarantee.

The employer will provide \_\_\_\_\_ days of training and/or allow \_\_\_\_\_ days of work for the workers to reach production standards. After completion of a training or break-in period, the employer expects workers to meet the following production standards: \_\_\_\_\_

The employer will furnish the workers without cost, all tools, supplies, or equipment required in the performance of their work. Common work clothes are the responsibility of the worker.