

JUN 19 2011

U.S. Department of Labor
Employment and Training Administration
OMB Approval No 1205-0134, Expires

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

11/30/2012

1. Employer's Name and Address (Number, Street, City, State, Zip Code, and telephone number)/ Nombre y Dirección del Empleador (Número, calle, ciudad, código postal y teléfono) Kludi Bros. Inc. (585) 659-2692 1181 W. Kendall Rd. Kendall, N.Y. 14478	Numbers 4, 5, 6, 7 and 8 for State use only.	
	4. Industry Code/Código de Industria 1112	5. Job Order #/No. Orden de Empleo NY.0945356
2. Location and Direction to Work Site/Dirección del lugar de trabajo 1161 W. Kendall Rd., 5 miles North of Rt. 104 on East side of road. (If additional space is needed, use separate sheet of paper)	6. Occupational Title and Code / Título Ocupacional y Código Farmworkers + Laborer 45-20920	
	7. Clearance Order Issue Date / Fecha de Tramite JUN 1 2011	
3. Location and Description of Housing / Dirección y Descripción de la Vivienda 1000 & 1004 Center Rd., 5.5 Miles North of Rt. 104., 7 bedrooms, 3 bathrooms, 3 kitchens, 3 dining rooms. 1145 Kendall One story, wood-framed house with two bedrooms, bath, and kitchen/dining room, Capacity of 16 Rd. 1000 y 1004 el Centro., 5.5 millas al norte de la ruta. 104., 7 dormitorios, 3 baños, 3 cocinas, 3 comedores. 1145 Una historia de Kendall, con marco de madera casa con dos dormitorios, baño y cocina / comedor, número de plazas de 16 (If additional space is needed, use separate sheet of paper / Si necesita más espacio, utilice documento adicional.)	8. Job Order Expiration Date / Fecha de vencimiento 10/18/2010	
	9. Anticipated Period of Employment / Periodo Anticipado de Empleo From/ Desde: 8/20/10 To/Hasta: 11/20/10	
	10. No. of Worker's Requested / No. de Trabajadores Pedidos 10	
	11. Anticipated Hours of Work per Week/Horas Anticipadas de Trabajo por Semana. Total: 42 Sunday / Domingo 0 Monday / Lunes 7 Tuesday / Martes 7 Wednesday / Miércoles 7 Thursday / Jueves 7 Friday / Viernes 7 Saturday / Sábado 7	
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"/>		
13. Board Arrangements / Arreglo de Alojamiento Workers buy & prepare own meals Trabajadores de comprar y preparar comidas		
14. Referral Instructions / Instrucciones para el Referimiento de Candidatos Applicants may apply at any State Workforce Agency office, OneStop or directly to the employer by calling Gary Kludi (585) 659-2692 during normal business hours of 9AM - 4 PM Monday - Friday Los candidatos podrán solicitar en cualquier oficina de Agencia Estatal de Trabajadores, a una parada o directamente a los empleadores por llamar a Gary Kludi (585) 659-2692 durante el horario normal de 9 AM a 4 PM de lunes a viernes.		
15. Job Specifications / Descripción del Trabajo Performs any combination of following manual duties involved in planting, cultivating, and harvesting crops on diversified-crop farm, such as Squash, Cucumber, and Cabbage. Stands for long periods weeding and thinning plants using hoe with no damage to crops. Will stoop, pull weeds, rocks and dirt. Harvests crops using appropriate method, such as picking, pulling, and culling. Cabbage cutting will require 8-10 hour days, cutting with a knife, bending and carrying 8-12 lb. heads and lifting heads into boxes. Cleans on and around harvesting equipment. May drive tractor to move wagons in field. Will select and hand harvest cabbage for harvest to be hand placed in wagons and/or bins. Cabbage to be cut as directed; for example - with wrapper leaves. Work requires standing, bending, lifting up to 10 lbs. All applicants must have one month experience. Realiza cualquier combinación de las siguientes tareas manuales que participan en la siembra, cultivo, cosecha y cultivos en la granja de cultivos diversificados, como la calabaza, pepino y repollo. Soportes de largos periodos escarda y el aclareo de plantas con la azada, sin daños a los cultivos. Se inclinan, tire de las malas hierbas, piedras y tierra. Las cosechas cultivos, utilizando el método apropiado, tales como la recolección, tirando de él y de corte, cortar la col se requiere 8-10 horas al día, cortando con un cuchillo, doblado y llevar a 8-12 lb cabeza y levantando la cabeza en cajas. Limpia en y alrededor de los equipos de cosecha. Pueden manejar tractor para mover los vagones en el campo. Todos los solicitantes deben tener una experiencia de mes. Seleccionará y repollo parte de producción para la que se coloca la mano en los vagones y / o cajas. Repollo a cortar como se indica, por ejemplo - con hojas de capa. El trabajo requiere de pie, agacharse, levantar hasta 10 libras..		
(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)		

CORRECTION NATIONAL PROCESSING ON 8/4/2010

16. Wage Rates, Special Pay Information and Deductions / Tarifa de Pago, Información Sobre Pagos Especiales y Deducciones (Rebajas)							
Crop Activities / Cultivos	Hourly Wage	Piece Rate / Unit(s)	Special Pay (bonus, etc.)	Deductions /	YES / SI	NO	Pay Period / Periodo de Pago
	Salario por Hora	Pago por Pieza / Unidad(es)	Pagos Especiales (Bono, etc.)	Deducciones			
Hand Harvest Cabbage	\$10.16			Social Security / Seguro Social	X		Weekly / Semanal X
Hand Harvest Squash	\$10.16	\$		Federal Tax Impuestos Federales	X		
General Manual Field Work	\$10.16	\$		State Tax Impuestos Estatales	X		Bi-weekly / cada 2 semanas
		\$		Meals / Comidas		X	
		\$		Other (specify)/ Otro		X	Other / Otro X

More Details About the Pay / Mas Detalles Sobre el Pago

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

17. Transportation Arrangements / Arreglos de Transportación

Inbound and outbound arrangements and Local travel arranged by Employer at no charge to workers.
Entrantes y salientes y de los arreglos de viajes locales organizados por empleadores sin costo alguno para los trabajadores.

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?

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 / Ninguno

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") / 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") Ninguno

24. Add Office
WO1 New York State Department of Labor
One Stop Office nearest to you

rección de la
DOL, Office of
12240

25. Name
num
num
New York State Department of Labor
One Stop Office nearest to you

16
3

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

*Ray H. Kludt, Pres.
Kludt Bros Inc.*

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.

Public Burden Statement

Public reporting burden for the ETA Form 790 is estimated to be approximately 60 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and reviewing the collection. Respondents' obligation to reply to these requirements is obligatory by 20 CFR 653.500 and 44 U.S.C. 3501. Persons are not required to respond to this collection of information unless it displays a currently valid OMB Control Number. Public reporting burden for this collection is estimated to average 8 minutes per response, including the time to review instructions, search existing data sources, gather and maintain the data needed, and complete and review the collection of information. 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

New York State Department of Labor
FORM ETA 790
Attachment 1

Job Order Number NY.0945356

A, CLARIFICATION OF ITEMS ON FORM ETA 790

Item 1: E mail address kbinc@rochester.rr.com

Item 3: Housing

- a. Housing and utilities are provided at no cost to workers who are unable to return to their place of residence the same day.
- b. Housing beds, bedding and mattresses will be furnished at no cost to the workers.
- c. Housing will be clean and meet the applicable Federal and State housing standards.
- d. Workers will be responsible for maintaining housing and surrounding areas in a neat, clean manner. Legal action may be taken against any workers found to have been responsible for damage to housing or furnishings.
- e. 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.

Item 13: Board Arrangements

- a. Employer will ___ will not X provide three meals per day and will deduct \$ N/A per day. Employer will X will not ___ furnish free dishes, cooking utensils and convenient kitchen and cooking facilities.
- b. Employer will X will not ___ provide transportation to assure workers access to stores where they can purchase groceries and/or other incidentals and/or medical necessities.
- c. Amount of meal charges will be consistent with 20 CFR 355.173.

Item 14 Referral Instructions

Workers hired under this Job Order will be required to show evidence of right to work in the United States of America.

Due to health and safety requirements, applicants must be able to speak and understand basic English.

Item 15: Job Specifications

- a. Workers must be able to demonstrate that they are physically able to perform the work as described.
- b. Employer may terminate worker with notification to the New York State Department of Labor, if the worker:
 - 1) refuses, without just cause, to perform work for which the worker was recruited and hired;
 - 2) commits serious acts of misconduct; or
 - 3) fails, after completing any training or break-in period, to reach production standards.
- c. The employer will provide 3 days of training and/or allow 3 days of work for worker to reach production standards if applicable.

- d. **Production Standards** (if applicable): After completion of training or break-in period, employer will expect worker to: For work which does not have an established minimum productivity amount, and which is measurable, the level of production shall not be less than 75% of the average output of the employers experienced workers.

CORRECTION APPROVED
NATIONAL PROCESSING CENTER

Item 18: Wage Rates, Special Pay Information and Deductions

NA ON 7/13/2010
DATE

Lak

- a. 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 wage rate.
- b. In the event the DOL promulgates a new AEWK during the recruitment or work contract period which is lower than the current AEWK at the time of application, ~~this lower AEWK will become the guaranteed minimum~~ *Will pay the highest of the AEWK, the prevailing hourly rate, the prevailing piece rate, the agreed-upon collective bargaining rate, or the federal or state minimum wage rate.*
- c. In New York State, the only deductions that can be taken from worker pay are:
 1. Those required by law, such as social security, income tax, and garnishment of wages;
 2. Those that benefit workers and are authorized in writing, such as life insurance or a savings account.

Any other deduction is illegal. This includes deductions:

 - (or deposits) for tools, boots, raincoats, or uniforms necessary for the job;
 - As fines or penalties for being late, misconduct, or quitting without giving notice;
 - For cash shortages;
 - For spoilage or breakage; or
 - For damages or losses of any kind.
- d. The employer guarantees to offer employment for a minimum of 3/4 of the hours in the workdays during the period of the contract, and all extensions thereof. This guarantee begins with the first workday after the worker's arrival at the place of employment and ends on the date specified on the job order or extensions thereof. In Act of God terminations, the 3/4 guarantee period ends on the date of termination. Workers will not be required to work more than the number of hours specified in the job order for a workday or on their Sabbath or Federal holidays to meet this guarantee. The worker's average hourly earnings will be used under this guarantee where wages are paid on a piece rate basis. Workers who are terminated for cause or who voluntarily abandon their job are not entitled to this guarantee.
- e. Workers with school age children who have migrated with such children and who depart in time to return home for the beginning of the school year shall be paid, in addition to the basic wages, any bonus or other incentive payments or other expenses to which they would be entitled had they stayed the entire job order period.
- f. The employer will provide workers referred through the interstate clearance system 42 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 business days before the date of need. If the employer fails to notify the order-holding office, then employer shall pay an eligible worker referred through the clearance system \$ 426.72 for the first week starting with the originally anticipated date of need. If worker referred fails to notify the NYS Department of Labor (preferably the order-holding office) of continued interest in the job at least 5 days before date of need, worker will be disqualified from this assurance. Employer will will not require worker to perform alternative work if the guarantee cited in this section is invoked.

Alternative work:

- f. Employer will maintain adequate payroll records. Workers will be paid weekly on Friday for work through the previous Wednesday through Tuesday

CONSTRUCTION APPLICANT
 NATIONAL PROCESSING CENTER
 ALTON 7/13/2010
 DATE

Item 17: Transportation

(10.64 per day without receipts, max. of 846.00)
 per day with receipts.

Tax
 7-9-10

- a. Employer agrees to reimburse inbound transportation and subsistence expenses to each worker, or any person, government agency or private organization which, on behalf of the worker has paid or advanced such transportation and subsistence expenses, from the residence, place of last employment or place of recruitment to the job site after the worker has completed 50% of the stipulated period of employment, from initial date of need or from the day after actual arrival of worker if later than the stated date to report.
- b. Employer will provide or pay the cost of return transportation and subsistence to each worker who completes the employment period, or who is terminated for medical reasons, or as the result of an Act of God, from place of employment to place of recruitment, except when the worker is not returning to his place of recruitment and had subsequent employment with an employer who will bear transportation expenses, in which case this employer only pays for the transportation to the next job.
- c. Employer will not be responsible for providing return cost of transportation and subsistence from place of employment to place of recruitment if the worker voluntarily abandons the job or is terminated for cause and employer provides timely notification to the NPC and DHS.
- d. The amount of the transportation payment will be equal to the most economical and reasonable similar common carrier transportation charges for the distance involved. All transportation provided by the employer will be by common carrier or other transportation facilities which conform to the applicable regulations of the Interstate Commerce Commission or the United States Department of Labor. If requested by worker, the employer will assist in making transportation arrangements. The amount of daily subsistence will be in accordance with current rates published in Federal Register (for workers with and without receipts).
- e. Employer will provide transportation, at no cost to the worker, from the employer provided housing to the actual work site and return at the end of the day.

Item 20: Workers' Compensation

The employer assures that Policy # Z 407014 0 issued by NYS Insurance Fund provides the required insurance for injuries arising out of and in the course of employment. Employer's proof of insurance coverage will be provided to the Atlanta Processing Center before certification is granted.

Item 21: Tools and Equipment

The employer will furnish without cost all tools, supplies, or equipment required in the performance of work.

B. OTHER CLARIFICATIONS AND ASSURANCES

1. The employer agrees to abide by the regulations at 20 CFR 653.501 and 20 CFR 655.103.
2. The employer will expeditiously notify the order-holding 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 in terms and conditions of employment.
3. Outreach workers shall have reasonable access to the worker in the conduct of outreach activities pursuant to 20 CFR 653.501(xvi).
4. Where appropriate, the employer is certified in the use and application of pesticides per Federal Environmental Protection Agency and State Department of Environmental Conservation requirements. The employer assures that workers hired under this order who will be handling pesticides will be provided appropriate training.
5. A copy of the contract or this Job Clearance Order will be provided to the worker by the employer no later than on the day the work commences.
6. 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 federal FLC certificate or FLCE identification card.
7. The applicant also assures that he/she complies with NYS registration requirements. Farm labor contractors anticipating employment contracting with growers or processors in New York State, growers or processors in New York State who use the services of a farm labor contractor, and growers or processors in New York State who, without using the services of a farm labor contractor, are responsible for bringing into the state five or more out-of-state migrant farm or food processing workers, including H-2A workers, are required to register with the New York State Department of Labor and pay a registration fee in addition to any other fees that may be applicable.