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

Employment and Training Administration
OMB. Approval No. 1205-0134, Expires 11/30/2012

1. Employer's Name and Address (Number, Street, City, State, Zip Code, and telephone number)/ Nombre y Dirección del Empleador (Numero, calle, ciudad, *código postal y teléfono)*

Pavero Cold Storage
PO Box 395
Highland, NY 12528
845-691-2992

c/o Valley Growers, Agent
61 Main Street
Milton, NY 12547
845-795-2128

2. Location and Direction to Work Site/Dirección del lugar de trabajo
On North Road in Highland, NY off Rt 9W

(If additional space is needed, use separate sheet of paper)

3. Location and Description of Housing / Dirección y Descripción de la Vivienda
Trailers on 117 Ridge Rd, Marlboro, NY.

Capacity 7

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

Numbers 4, 5, 6, 7 and 8 for State use only.

4. Industry Code/Código de Industria 111219

5. Job Order #/No. Orden de Empleo N-.0963806

6. Occupational Title and Code /Título Ocupacional y Código
Ag Equipment Oper 45-2091.00

7. Clearance Order Issue Date / Fecha de Tramite DEC 13 2010

8. Job Order Expiration Date / Fecha de vencimiento 7/15/2011

9. Anticipated Period of Employment / Periodo Anticipado de Empleo
From/ Desde: 2/15/11 To/Hasta: 12/15/11

10. No. of Worker's Requested / No. de Trabajadores Pedidos
7

11. Anticipated Hours of Work per Week/Horas Anticipadas de Trabajo por Semana. Total: 42
Sunday / Domingo ___ 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 ☐ No ☐xx
Local Office / La Oficina Local Yes ☐ No ☐xx

13. *Board Arrangements / Arreglo de Alojamiento*
Buy and prepare own food employer will take workers shopping once a week.

14. Referral Instructions / Instrucciones para el Referimiento de Candidatos

Call Mr. Pavero at 845-691-2992 between 1pm and 5 pm Mon thru Fri or go to the nearest One Stop Ctr,

15. Job Specifications / Descripción del Trabajo

Under direction of supervisor, worker will perform any combination of tasks involved in the operation of tractors and farm equipment for the purpose of tilling soil, mowing grass, cutting brush, planting young trees and plants, spraying fruit trees and plants. May use tractors and trucks on farm property to move equipment and supplies such as irrigation pipes and pumps, smudging equipment fertilizer, ladders, bins and other supplies for harvest workers. May move empty bins around orchard for use by pickers, may transport full bins of fruit from orchard to packing shed or storage facility. May operate engines and pumps for irrigation and move, set up and start fans or smudge pots for frost protection. May pick apples. Workers referred as a result of this order must have a minimum of 6 months of experience in performing the tasks described in this order. (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 / Cultivos	Hourly Wage	Piece Rate / Unit(s)	Special Pay (bonus, etc.)	Deductions /	YES / Sí	NO	Pay Period Periodo de Pago
	Salario por Hora	Pago por Pieza / Unidad(es)	Pagos Especiales (Bono, etc.)	Deducciones			
Ag. Equipment Operator	$10.16	$ N/A	N/A	Social Security / Seguro Social	X		Weekly / Semanal
Apples	$10.16	$ N/A	N/A	Federal Tax Impuestos Federales	X		

				Impuestos Estatales	X		cada 2 semanas
	$	$		Meals / Comidas		X	
	$	$		Other (specify)/ Otro		X	Other / Otro

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

See Attached

(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 quo le paga al Contratista Agrícola por cada actividad?

19. Unemployment Insurance provided? Seguro de Desempleo? Yes ☒ No ☐
20. Workers' compensation insurance provided? Indemnización por accidence 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 Radico la Oferta (incluya numero de teléfono)	25. Name of Local Office Representative (include direct dial telephone number) / Nombre del Representante de la Oficina Local (Incluya numero de teléfono)
NYS Dept of Labor any One Stop Ctr nearest you	NYS Dept. of Labor any One Stop Ctr nearest you

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 Titulo del Empleador

Jeff Caven

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.

Item #11, (con't) Worker places ladder firmly against or within tree in a secure position so as not to break limbs or knock off fruit and to prevent slipping or falling. All fruit to be handled with care to avoid causing bruising. Fruit injured by bruising during picking shall not exceed 2% as defined in the U.S. standard for grades. Fruit injured by bruising during picking for processing shall not exceed ___n/a__** as defined in the U.S. standard for grades. Each worker's picked fruit will be inspected according to instructions given each day by the orchard foreman. Workers will be directed to strip all fruit from tree at one picking or to spot pick (selective picking) according to size and color depending on crop conditions and state of maturity. Fruit picked as drops is never mixed with tree fruit.

Employer will furnish to workers, without cost, all tools and equipment required in the performance of the duties assigned. Workers should report for work with their own suitable work clothing. Field temperatures may range from 30 degrees to 85 degrees with possible wet morning conditions.

PESTICIDE TRAINING: 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. _____(If not applicable, insert N/A)

During temporary periods of time when work specified in the order is not available, the worker may be assigned any combination of the following related tasks: (Specify tasks) Dates of Activity for crop activities: (for 2 or more crops)

Crop/Activity	Dates of Activity	Tasks

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ATTACHMENT #2

Assurances & Requirements

GENERAL: (a) The terms and conditions of this order shall be no less favorable than those contained in any existing labor contract or agreement by me or my agent for the same type of work. A copy of the Work Agreement and/or Job Order shall be posted in the labor camp and be made available. A copy of the Job Order will be provided to the worker no later than the day on which the worker begins employment. The employer assures that the working conditions of this order comply with the applicable Federal and State employment related laws and agrees to abide by the regulations at 20 CFR 655.103, Assurances, and 20 CFR 653.501.

(b) Duly authorized State and Federal representatives (including outreach workers) will be allowed reasonable access to the workers during normal working hours.

(c) Workers hired under this order will be required to show evidence of right to work in the United States.

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

Item #5 - (a) Starting Date: The employer may amend the starting date of need by notifying the ***H2-A Central Office in Albany*** no later than **02/01/2011**. If the employer fails to amend the date of need, the employer shall pay eligible workers referred through the interstate clearance system a minimum rate of the current H2A wage 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 Job Order (Item #11) is offered. Hours worked x Hourly wage = Total **($10.16 x 42 = $426.72)**

(b) Failure of workers referred against this order to notify the local office of their continued interest and/or verify the date of need no sooner ***than 02/02/11 nor later than 02/8/11*** will disqualify the worker from the above assurance.

(c) Ending date: An extension of employment beyond the period of employment in the Job Order shall not relieve the employer from paying wages already earned, transportation/subsistence expenses and bonuses if applicable.

ORDER NO. _____

ATTACHMENT #3

Item #7 - (a) Employer will not accept referrals of crew leaders currently in violation of the Migrant and Seasonal Worker Protection Act (MSPA). However the employer will interview crew members and the crew leader as separate individuals.

(b) Employer will negotiate any and all crew leader fees directly with the crew leader.

(c) Crew Leaders anticipating employment in New York State will be required to register with the New York State Department of Labor and pay the required $100 crew leader registration fee in addition to any other fees that may be applicable.

Item #8 - Total number of migrant and seasonal farmworkers needed 7.

Item #9 - (a) An hourly rate of not less than the Federal or State minimum wage, the prevailing hourly rate or the employers hourly rate, whichever is highest, is guaranteed to the worker for the period of employment. (guaranteed minimum (unless there is a prevailing hourly rate which is higher than the AEWR).

(c) The employer will make the following deductions: (1) FICA (as required) (2) Federal/State tax withholdings (as required) .

(d) Employer will maintain adequate payroll records. Workers will be paid weekly on _____Friday_____for work through Wednesday __ A written statement showing (1) employer's full name and address, (2) worker's social security number, (3) total hours offered and total hours actually worked or total number of units, if piece rate, (4) total earnings for the pay period, and (5) deductions will be furnished the worker each pay day. (See attachment No. 6 Item #4 for payday/workweek applicable to this order).

(e) The employer guarantees to offer employment for a minimum of three-fourths of the workdays of the total specified period during which the job order, and all extensions thereof, are in effect. 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. Workers will not be required to work more than eight hours per day, 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.

(f) 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.

(g) The employer may terminate worker's employment hereunder at any time with **notification to the local New York State Department of Labor office** for any of the following reasons:

(1) Refusing, without just cause, to perform the duties for which the worker was recruited and hired.

(2) Committing a serious act of misconduct or breach of discipline.

(3) Failure to reach productivity standards, if applicable. (See Attachment 1 Item 11)

(4) Job Abandonment- being absent for more than five (5) work days, as shown in Item 10, without prior notification to the employer.

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

Item #10 - Workers are expected to work at least the number of days and hours specified on the Job Order. However, depending on weather, crop or other conditions, workers may be requested, but not required, to work up to six days per week and/or on their Sabbath and up to 10 hours per day.

Item #13 - (a) Employer **(will not)** provide three meals per day and will deduct **N/A** per day. (Deductions will not depress the minimum wage).

(b) Employer **(will)** furnish free dishes, cooking utensils and convenient kitchen and cooking facilities.

(c) Employer **(will)** provide transportation to assure workers access to stores where they can purchase groceries and/or other incidentals.

Item #14 - Housing, beds, bedding and mattresses will be furnished at no cost to the workers. Employer assures that housing will be clean and in compliance with all applicable standards during the occupancy. Workers will be responsible for maintaining housing and surrounding area in a neat and clean manner.

Item #15 - In order to assure the most effective referral and placement of workers, all referrals should be made during normal business hours.

In addition, if the person designated as the contact person on the Summary of Employment Conditions sheet attached to this order is not available for an extended period of time, there will be someone available at the farm to process referrals.

Item #17 - (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. Travel subsistence is paid at the rate of $10.64 per day with a maximum of $46.00.

(b) The employer assures that the employer will bear and pay transportation related expenses either directly to the provider of travel or indirectly to reimburse the worker so that the workers weekly pay is not diminished below the applicable Federal minimum wage required by Section 6 of the Fair Labor Standards Act, 29 USC 201.

(c) 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, enroute 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.

(d) Employer will not be responsible for providing return cost of transportation and subsistence enroute from place of employment to place of recruitment if the worker voluntarily abandons the job or is terminated for cause.

(e) The amount of transportation payment will be equal to the most economical and reasonable similar common carrier charges for the distance involved. All transportation provided by the employer will be by common carrier of other transportation facilities which conform to the applicable regulations of the Interstate Commerce Commission or the United States Department of Labor. If requested by the worker, the employer will assist in making transportation arrangements.

(f) 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.

ORDER NO. _____

ATTACHMENT #6

SUMMARY OF EMPLOYMENT CONDITIONS

1. Employer : Pavero Cold Storage
2. Referral instructions: Contact the nearest One Stop Ctr or call Mr. Pavero at 845-691-2992 Mon thru Fri between 1 and 5 pm.

3. Crop/Activity/Wage Information:

Crop/Activity	Piece Rate	Production Unit (1)	Hourly Wage (2)
Agricultural Equipment Operator	n/A	n/A	**10.16**

4. Workers will be paid weekly on Friday_____for work through Wednesday..

5. Workers required to be covered by Workers Compensation.
   Compensation Carrier: ___Freemont Group_____Policy# W 03561702
   Policy holder/address : Pavero Cold Storage. Highland, NY

   Person to be notified of injury w/phone number Jeff Pavero 845-691-2992
   Deadline for notification: **Immediately, but no later than 30 days from date of injury.**

6. Workers (will not) be covered by disability benefits.

7. Work performed under this order will be covered by Unemployment Insurance:

8. The employer (will not) pay overtime.

9. (a) Employer (will not) provide three meals per day and will deduct $n/a_____per day. (Deductions will not depress the Federal minimum wage).

   (b) Employer (will) furnish free dishes, cooking utensils and convenient kitchen and cooking facilities.

   (c) Employer (will) provide transportation to assure workers access to stores where they can purchase groceries and/or other incidentals and/or medical necessities.

ORDER NO. _____

ATTACHMENT #6
(CONTINUED)

SUMMARY OF EMPLOYMENT CONDITIONS

10. DEDUCTIONS FROM WAGES:

Type:	Amount:
Social Security	$ As Required
Federal/State Withholding Tax	$ As Required
Meals	N/A

11. **NOTES TO WORKER** (See Item #19 of ETA 790)
A copy of the full job order is available for inspection **on the NYS DOL webpage.** The employer has guaranteed your first week wages unless he/she notifies this Department of Labor Office of a later starting date by **02/1/2011**.

In order for you to be eligible for this guarantee, you must contact the Department of Labor Office during the period of **02/01/11** **and** **02/08/11.**

12. Alternate work tasks to be performed, and pay during first week in case of crop delay:
NONE

ORDER NO. _____

ATTACHMENT #7

REQUEST FOR CONDITIONAL ACCESS INTO CLEARANCE SYSTEM

NAME OF EMPLOYER Pavero Cold Storage

LOCATION AND DESCRIPTION OF HOUSING Trailers with all facilities 117 Ridge Rd, Marlboro, NY

I hereby request conditional access into the intrastate/interstate clearance system so that my clearance order can be transmitted to labor supply states in a timely manner for the recruitment of agricultural workers.

As a condition of placing my order into clearance, I assure that such housing will be in full compliance with the requirements of the U.S. Department of Labor and Part 15 of the New York State Sanitary Code for Migrant Labor Camps by 1/15/11 which is 30 days prior to date of need.

Representatives from the New York State Department of Labor, New York State Health Department and/or U.S. Department of Labor are invited to inspect such housing at any reasonable time to verify its condition.

Jeff Pavero — 11/30/10

EMPLOYER'S SIGNATURE **DATE**