



JAN 26 2011

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, y código postal) TOWER FAMILY L.L.P. PERSONNEL MANAGER: 1709 YOUNGSTOWN ROAD DAVID TOWER YOUNGSTOWN, NY 14174 Telephone number/teléfono: (716) 791-4765 Fax: | Numbers 4,5,6, 7 and 8 for State use only. | | | | | | | | | | | | | | | |
|--|---|---|--|--------|--|------------------|---|----------------|------------------|---|-----------------------|-------------------|---|------------------|-------------------|---|
| | 4. Industry Code / Código de Industria 111 331 | 5. Job Order # / No. Orden de Empleo NY0968 709 | | | | | | | | | | | | | | |
| 2. Location and Direction to Work Site / Dirección del lugar de trabajo Same as above, 1 mile West of Porter Center Road, on the South Side (If additional space is needed, use separate piece of paper) | 6. Occupational Title and Code / Título Ocupacional y Código Farmworkers + Laborers, Crop 45-2092.02 | | | | | | | | | | | | | | | |
| | 7. Clearance Order Issue Date / Fecha de Tramite: 2/4/11 | | | | | | | | | | | | | | | |
| 3. Location and Description of Housing / Dirección y Descripción de la Vivienda 1735 Youngstown Road, Youngstown, NY 14174; ¼ mile West of Porter Center Road intersection on North side of road adjacent to main house Barracks/Barracas Number/Numero 0 Total Capacity/Capacidad Total 6 (See attachment #1 Item #4 / para más detalles vea # 1-#4) (If additional space is needed, use separate sheet of paper/Si necesita mas espacio, utilice documento adicional) | 8. Job Order Expiration Date / Fecha de vencimiento: 7-29-11 | | | | | | | | | | | | | | | |
| | 9. Anticipated Period of Employment / Periodo Anticipado de Empleo From / Desde: 3/26/11 To / Hasta: 11/30/11 | | | | | | | | | | | | | | | |
| 13. Board Arrangements / Arreglo de Alojamiento Workers must buy and prepare own meals. / Los trabajadores compraran y prepararan sus propios alimentos. (See attachment / para más detalles vea #5) | 10. No. of Workers Requested / No. de Trabajadores Pedidos 6 | | | | | | | | | | | | | | | |
| | 11. Anticipated Hours of Work per Week / Horas Anticipadas de Trabajo por Semena <table border="1"> <thead> <tr> <th></th> <th>Total:</th> <th></th> </tr> </thead> <tbody> <tr> <td>Sunday / Domingo</td> <td>0</td> <td>Monday / Lunes</td> </tr> <tr> <td>Tuesday / Martes</td> <td>7</td> <td>Wednesday / Miercoles</td> </tr> <tr> <td>Thursday / Jueves</td> <td>7</td> <td>Friday / Viernes</td> </tr> <tr> <td>Saturday / Sabado</td> <td>5</td> <td></td> </tr> </tbody> </table> | | | Total: | | Sunday / Domingo | 0 | Monday / Lunes | Tuesday / Martes | 7 | Wednesday / Miercoles | Thursday / Jueves | 7 | Friday / Viernes | Saturday / Sabado | 5 |
| | Total: | | | | | | | | | | | | | | | |
| Sunday / Domingo | 0 | Monday / Lunes | | | | | | | | | | | | | | |
| Tuesday / Martes | 7 | Wednesday / Miercoles | | | | | | | | | | | | | | |
| Thursday / Jueves | 7 | Friday / Viernes | | | | | | | | | | | | | | |
| Saturday / Sabado | 5 | | | | | | | | | | | | | | | |
| 12. Collect Calls Accepted / Se Aceptan Llamadas a Cobrar de: Employer / El Empleador Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Local Office / La Oficina Local Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | |
| 14. Referral Instructions / Instrucciones para el Referimiento de Candidatos Contact Employer Directly During Normal Business Hours, David Tower, Personnel Manager at (716) 791-4765 or Nearest One Stop Office Contactar el Negocio Directamente Durante las Horas Normales de Negocio o la Oficina "One Stop" lo Mas Cerca | | | | | | | | | | | | | | | | |
| 15. Job Specifications / Descripción del Trabajo The Primary crop activity on this farm is the hand harvest of Apples. Harvesting of fruit and other duties are shown on Attachments #3 of Form ETA-790. Apple harvest productivity must be at least 3-20 Bushel Bins per day for fresh market apples and 4- 20 Bushel Bins per day for processing apples. Workers must be physically able to pick tree fruit, most of which is picked from ladders with lower branches picked from the ground. Picked fruit is placed in metal-framed, canvass covered picking bag with canvass straps that slip over the head and rest on the shoulders. The picking bag, when filled, weighs up to 40 pounds, and is emptied into bulk bins with the capacity of 20-bushels. Workers are required to handle Ladders up to 24' long weighing up to 2 pounds per foot. Workers may be instructed to selectively pick mature fruit according to size, color, and other USDA grade standard factors. Applicants should have 1 month experience in the hand harvest of fresh market fruit. Required repeated heavy lifting. La actividad primaria de los cultivos en esta granja es parte de la cosecha de manzanas. La recolección de frutas y otras funciones se muestran en anexo # 3 de la Forma ETA-790. la productividad de Apple de la cosecha debe ser de al menos 3-20 Bushel Bins por día para las manzanas mercado de productos frescos y de 4- 20 Bushel Bins por día para las manzanas de procesamiento. Los trabajadores deben ser físicamente capaz de recoger la fruta del árbol, la mayoría de los cuales se recoge de las escaleras con las ramas más bajas recogió del suelo. fruta recolectada se coloca en el marco metálico, tela cubierta recoger la bolsa con correas de tela que se deslizan sobre la cabeza y el resto en los hombros. La bolsa de recolección, cuando se llena, pesa hasta 40 libras, y se vacía en silos con una capacidad de 20 bushels. Los trabajadores tengan que trabajar con escaleras de mano hasta 24 pies de largo que pesan hasta 2 libras por pie. Los trabajadores pueden recibir instrucciones para recoger selectivamente la fruta madura de acuerdo al tamaño, color y otros factores del USDA de calidad estándar. Los solicitantes deben tener una experiencia de mes en la cosecha de la mano de la fruta al mercado en fresco. Requiere repetidas levantar objetos pesados. (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 Salario por Hora | Piece Rate / Unit(s) Pago por Pieza / Unidad(es) | Special Pay (bonus, etc.) | Deductions / Deducciones | YES SI | NO | Pay Period Periodo de Pago |
| | | | Pagos Especiales (Bono, ect.) | | | | |
| Apples, Fresh Market | \$10.16 | \$0.756/ 1&1/8 bu. | | Social Security Seguro Social | X | | Weekly / Semanal |
| Apples, Processing | \$10.16 | \$0.600/ 1&1/8 bu. | | Federal Tax Impuestos Federales | X | | |
| Apples, Juice | \$10.16 | \$0.500/ 1&1/8 bu. | | State Tax/Impuestos Estatales | X | | Bi-weekly / cada 2 sem. |
| | | | | Meals (comidas) | | X | |
| | | | | Other (specify)/ Otro | | X | Other / Otro |

More Details About the Pay/Más Detalles Sobre el Pago

(See Attachment Vea Anexo # 2)

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

17. Transportation Arrangements / Arreglos de Transportación (Please explain)

(See Attachment/Vea Anexo #3 Item # 12) All transportation arranged by employer at no cost to workers.

(If additional space is needed, use separate sheet of paper/Si necesita mas 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 area de usar Contratistas Agricolas para reclutar, supervisar, transportar, dar vivienda, ó pagarle a los trabajadores en este/estos tipo(s) de cosecha(s)/sembrado(s)? Yes/SI No X 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 para cada actividad?

19. Unemployment Insurance provided / Seguro por Desempleo:

Yes X No

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

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

None/Ninguno

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

New York State Department of Labor
One Stop Office Nearest You

25. Name of Local Office Representative (include direct dial telephone number) / Nombre del Representante de la Oficina Local (Incluya numero de telefono)

New York State Department of Labor
One Stop Office 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, terminus, y condiciones ofrecidos.

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

Date:

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, D.C. 20210.

STATE OF NEW YORK
DEPARTMENT OF LABOR

ATTACHMENT NO. 1
ORDER NO. _____

GENERAL: (a) The terms and conditions of this Job 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 Clearance 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 regulation at 20 CFR 655.122, 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 Job 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.

(e) Workers will be covered by Worker's Compensation. Employer's proof of insurance coverage will be provided to the Regional Administrator before certification is granted. Policy information presented to worker at point of hire.

(f) Workers will not be covered by Disability benefits.

(g) Workers will not be covered by Unemployment Insurance.

(h) Workers will not be paid overtime.

(i) No benefits, social or economic, not specified in this Job Order, are or will be provided by the employer.

(j) 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.

ITEM #³7: Housing, beds, bedding and mattresses will be furnished at no cost to the workers. Employer assures that the housing will be clean and in compliance with all applicable standards during occupancy. Workers will be responsible for maintaining housing and surrounding area in a neat and clean manner.

ITEM #¹⁴8: Due to the small size of agricultural operations, the employer is not always near a phone. Therefore, this employer is generally available for telephone calls and applicant reporting between the hours of 12:00noon and 1:00pm Monday - Friday during the growing and harvesting season. Contact at other times is subject to employer availability. The employer suggests that, whenever possible, Employment Service staff and/or applicant call in advance to arrange specific time to contact. David Tower, Partner/Personnel Manager: (716) 791-4675

ITEM #6: (a) Starting Date: The employer may amend the starting date of need by informing the Order Holding Office no later than 03/16/2011. 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 Adverse Effect Wage Rate 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 #15), is provided. Max \$406.40 Gross (2011 AEWR)

(a) Failure of workers referred against this order to notify the Order Holding Local Office of their continued interest and/or verify the date of need no sooner than 03/15/2011 nor later than 03/21/2011 will disqualify the worker from the above assurance.

(b) Ending Date: No extension of employment beyond the period of employment specified in the Job Order shall relieve the employer from paying wages already earned, transportation and subsistence expenses, and bonuses if applicable.

ITEM #8: Workers are expected to work at least the number of days and hours specified on the Job Order, (ITEM #11). However, depending on weather, crop or other conditions, workers may be requested, but not required, to work up to 10 hours per day and/or on their Sabbath.

STATE OF NEW YORK
DEPARTMENT OF LABOR

ATTACHMENT NO. 2
ORDER NO. _____

ITEM #9: Collect calls will be accepted only from officials of Employment Service Offices and must be made "person to person" to DAVID TOWER, President & Personnel Manager.

ITEM #11: Please note that, in this Job Order, where a Piece Rate figure is indicated, the worker will be paid on a Piece Rate basis for the harvest of that crop. The conversion of Piece Rate to Estimated Hourly Rate is provided only as a guide for the applicant's information.

*****IN THE EVENT THE DOL PROMULGATES A NEW AEWOR PREVALING PIECE RATE DURING THE RECRUITMENT OR WORK CONTRACT PERIOD WHICH IS LOWER THAN THE CURRENT AEWOR PREVALING PIECE RATE AT THE TIME OF APPLICATION, THIS LOWER AEWOR PREVALING PIECE RATE WILL BECOME THE GUARANTEED MINIMUM.*****

(a) If a Piece Rate is offered on the Job Order, the work at the Piece Rate will be guaranteed to the workers for the stated period of employment unless crop activity is such that the Piece Rate will not realize the workers an hourly equivalent of at least the current Adverse Effect Wage Rate (AEWR), in which case the workers will be paid the equivalent of an hourly rate of not less than the current AEWR, the Prevailing Hourly Rate, or the employer's hourly rate, whichever is highest.

(b) An hourly rate of not less than the Federal or State Minimum Wage, the current AEWR, the employer's hourly rate, or the agreed upon collective bargaining wage, whichever is highest, is guaranteed to the worker for the period of employment (Item #9).

(c) The employer will maintain adequate and accurate payroll records and will furnish to the worker on or before each pay day, a written statement showing hours actually worked and total earnings for the pay period. Workers will be paid weekly on Friday for work through preceding Tuesday. The following deductions will be made: FICA, Federal/State Income Taxes and garnishments as required by law, cash advances, commissary meals, if provided, and, to the extent permissible under Federal and State net wage requirements, voluntary assignments evidenced by written authorization signed by the worker.

(d) The employer guarantees to offer employment for a minimum of three-fourths (3/4) of the workdays of the total specified period during which the work contract, and all extensions thereof, are in effect. Guarantee begins on the first workday after the worker's arrival at the place of employment and ends on the date specified in the contract or extensions thereof. Workers will not be required to work more than 8 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.

(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 work incentive payments or other expenses to which they would have been entitled had they stayed the entire contract period.

(f) The employer may terminate workers' employment hereunder at any time with notification to the local office for:

(i) Refusing, without just cause, to perform the duties for which the worker was recruited and hired; or

(ii) Committing a serious act of misconduct or breach of discipline; or

(iii) Failure to reach and/or maintain productivity; or

(iv) Job abandonment - being absent for more than five (5) consecutive scheduled work days, as shown in Item #11, 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 guarantee during the worker's period of employment.

STATE OF NEW YORK
DEPARTMENT OF LABOR

ATTACHMENT NO. 3
ORDER NO.

(h) The worker may also perform any combination of tasks involved in planting, cultivating, and harvesting of fruits & vegetables. Additional tasks are:

General Orchard work consisting of summer paining: suckering and trimming. Repairing fences and farm buildings: repairing and/or building apple bin boxes: repairing and/or building wooden pallets: hand loading and unloading trucks: some equipment work: clearing fields and burning brush: hand thinning of fruit: clear grub hoeing: and forking brush. General Field work: tree & vegetable planting, cultivating, harvesting and packing: setting and moving of irrigation pipe, when needed. Heavy lifting. All work will be specified by the foreman.

ITEM #12: (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 place of recruitment to the job site after the worker has completed 15 consecutive calendar days of employment or 50% of the period of employment, which ever is shorter, from initial date of need or from the day after actual date of arrival of worker if later than the stated date to report.

(b) The employer assures that the employer bears and pays transportation related expenses, either directly to the provider of travel or indirectly to reimburse the worker so that the employee's weekly pay is not diminished below the applicable Federal minimum wage required by Section 6 of the Fair Labor Standards Act, 29 UCS 206.

(c) Employer will provide or pay the cost of return transportation and subsistence to each worker who completes employment period or who is terminated for medical reasons or as a result of an Act of God, enroute from place of employment to place of recruitment, except when the worker has subsequent employment with an employer who will bear transportation expenses and is not returning to his place of recruitment.

(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 or other transportation facilities which conform to applicable regulations of the ICC or the Department of Labor.
Min: \$9.90 per day without receipts. CPI Max: \$39.00 per day with receipts.

(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.

(g) At the request of the worker, the employer will assist in making travel arrangements for the worker.

ITEM #13: (a) Employer will not hire a crew leader currently acting in violation of the Migrant and Seasonal Agricultural Worker Protection Act (MSPA). All referrals interested in this position will be given an interview.

(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 Department of Labor and pay a \$200.00 crew leader registration fee in addition to any other fees that may be applicable.

ITEM #16: Employer will furnish to workers, without cost, all tools, supplies or equipment required in the performance of the duties assigned.

Workers should report for work with their own suitable work clothing including a warm jacket and waterproof work boots. Field temperatures may range from 30 degrees to 85 degrees with possible wet morning ground conditions.

**STATE OF NEW YORK
DEPARTMENT OF LABOR**

**ATTACHMENT NO. 3b
ORDER NO. ____**

GRAPE STANDARDS:

- a) All fresh market fruit apples must be picked with less than 5% injury bruise and meet or exceed U.S. Department of Agriculture coloration standards for "U.S.D A Extra Fancy." Standards of coloration will vary by variety of apple.
- b) All processing apples must be picked with less than 10% injury bruise with a 5% tolerance for undersized (less than 2 1//2 inches in diameter) apples.
- c) All juice apples, including but not limited to drops, must be free of decay and must not include foreign matter such as leaves, twigs, and grass when placed in bulk bins (tote boxes) or other containers.
- d) **Training specific to this section will include:**
1. Recognition of varieties of fruit by shape, size, coloration, and varietal name.
 2. Estimating the percent of color.
 3. Assessing fruit size and maturity.
 4. Proper techniques for picking and handling fruit to satisfy the requirements listed in (a), (b), and (c) above.
- e) Fruit picked may be subject to inspection in the orchards by representatives of New York State Department of Agriculture and Markets. New York State Department of Agriculture and Markets inspection reports may be considered in evaluating the worker's performance.

REQUEST FOR CONDITIONAL ACCESS INTO CLEARANCE SYSTEM

Name of Employer, TOWER FAMILY LLP

Location and description of housing: 1735 Younostown Road, Younostown, NY 14174, Niagara County, New York State-Three fourths mile west of Porter Center Road on the north side of road adjacent to main house. Campsite consists of a wood-frame building: common kitchen: toilet & shower facilities: municipal water heat.

For the recruitment of agricultural workers, 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.

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 02/28/2011 which is 30 days prior to occupancy.

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

Employer's Signature 

Date 1/25/2011

The above request is: _____ APPROVED _____ DISAPPROVED

Regional Administrator, ETA

Date

SUMMARY OF EMPLOYMENT CONDITIONS

Employer: TOWER FAMILY LLP, 1709 Youngstown Road: Youngstown, NY 14174

Referral Instructions: Applicant Holding Office to call Order Holding Office to arrange referral with the employer.

Contact Person: David Tower, Personnel Mgr., (716) 791-4765.

Crop/Activity/Wage Information:

| CROP | WORK TO BE DONE | WAGE RATE /UNIT |
|--------------------|---------------------|------------------------------|
| Apples, Fresh | Harvest Hand | \$0.75 per 1&1/8 bu |
| Apples, Processing | Harvest Hand | \$0.575 per 1&1/8 bu |
| Apples, Juice | Harvest Hand | \$0.50 per 1&1/8 bu |
| Pear, Large | Harvest | \$0.95 per 1&1/8 bu |
| <u>Vegetables</u> | Cultivate & Harvest | <u>AEWR-\$10.16 per hour</u> |
| General Work | See Item #10 | AEWR \$10.16 per hour |

4. Workers hired under this Job Order will be required to show evidence of right to work in the United States.
5. Applicants should have 1 month experience in the hand harvest of fresh market fruit.
6. Workers will be paid weekly on Friday for work through the preceding Tuesday.
7. Workers will be covered by Workers* Compensation, as required by law.
8. Workers will be covered by disability benefits, as allowed by law.
9. Workers will be covered by Unemployment Insurance, as allowed by law.
10. Workers will not be paid overtime, as allowed by law.
 - (a) Employer will not provide three meals per day and will deduct \$0.00 per day.
 - (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 incidentals. The following deductions will be made: FICA, Federal/State Income Taxes and garnishments as required by law, cash advances, commissary meals, if *provided, and*, to the extent permissible under Federal and State net wage requirements, voluntary' assignments evidenced by written authorization signed by the worker. 3/26/2011
11. Notes to Worker Period of employment is from ~~03/29/2011~~ to 11/30/2011. A copy of the full Job Order is available for your inspection in this office. The employer has guaranteed your first week wages unless he/she notifies this Department of Labor Office of a later starting date by 03/15/2011. In order for you to be eligible for this guarantee, you must contact the Order Holding Office of the Department of Labor between ~~03/16/2011~~ and 03/23/2011 at:

^{03/16/2011}
 New York State Department of Labor
 One Stop Office Nearest You

Any Department Of Labor Job Service Office will assist you in doing this.