



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 Plaza / Unidad(ades)	Special Pay (bonus, etc.) / Pagos Especiales (Bono, ect.)	Deductions / Deducciones	YES / SI	NO	Pay Period / Periodo de Pago
General Nursery Work	\$10.16			Social Security / Seguro Social	X		Weekly / Semanal
Australian Pine, Maple trees, Boxwood, Ash Trees	\$10.16			Federal Tax / Impuestos Federales	X		
Yews, Burning Bush Junipers	\$10.16			State Tax / Impuestos Estatales	X		X
Arbor Vitae, And others	\$10.16			Meals (comidas)		X	Bi-weekly / cada 2 sem.
				Other (specify) / Otro		X	

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 más espacio, utilice documento adicional)

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

All transportation is arranged and provided by the employer at no cost to the workers.

(See Attachment / Vea Anexo Pg 3)

(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 este/estos tipo(s) de cosecha(s)/sambrado(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 el Contratista Agrícola para cada actividad?

19. Unemployment insurance provided / Seguro por Desempleo:

Yes X No

20. Workers' compensation insurance provided / Indemnización por accidentes 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 Recibe 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 telephone number) / Nombre del Representante de la Oficina Local (incluya número de teléfono)

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

*Kelley Smith* President

Date: 1-27-11

READ CAREFULLY: In view of the statutory 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 aceptada 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 780, 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 655.135, 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. Policy information presented at point of hire.
- (f) Workers will be covered by Disability benefits.
- (g) Work performed *under this* Job Order will be covered by Unemployment Insurance.
- (h) The employer will pay 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 #13: 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 #14: 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 10:00a.m. and 12:00noon,

during the growing 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 of contact. KEELEY SWICK, Personnel Manager-(716) 751-3868. The applicant can contact any NYSDOL Local Office for disclosure of full contents of this Job Order.

*3/18/2011*  
ITEM #9: (a) Starting Date: The employer may amend the starting date of need by notifying H-2A Central Office in Albany later than ~~03/22/2011~~. 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 #10), is provided. Max: \$349.60 (2010 AEWWR)

(a)(i) 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 ~~03/23/2011~~ nor later than ~~03/27/2011~~ will disqualify the worker from the above assurance.

*3/19/2011*

*3/25/2011*

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

*MR*

ITEM #12: Collect calls will be accepted only from officials of Employment Service Offices and must be made "person to person" to KEELEY SWICK, Personnel Manager - (716) 751-3866

ITEM #16: IN THE EVENT THE DOL PROMULGATES A NEW AEW R DURING THE RECRUITMENT OR WORK CONTRACT PERIOD WHICH IS LOWER THAN THE CURRENT AEW R AT THE TIME OF APPLICATION, THIS LOWER AEW R WILL BECOME THE GUARANTEED MINIMUM.

- (a) An hourly rate of not less than the Federal or State Minimum Wage, the current AEW R, or the employer's hourly rate, whichever is highest, is guaranteed to the worker for the period of employment.
- (b) 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 the hours actually worked and total earnings for the pay period. Workers will be paid weekly on MONDAY for work through preceding SATURDAY. 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.
- (c) 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.
- (d) 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.
- (e) 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) Job abandonment - being absent for more than one (1) work day, as shown in Item #10, 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.

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 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, whichever 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 is not returning to his place of recruitment and has subsequent employment with an employer who will bear transportation expenses, and is not returning to his place of

**STATE OF NEW YORK  
DEPARTMENT OF LABOR**

**ATTACHMENT NO. 3  
ORDER NO.**

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. 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 #18:** (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 #21** 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 4  
ORDER NO.

**REQUEST FOR CONDITIONAL ACCESS INTO CLEARANCE SYSTEM**

Name of Employer: SWICK LANDSCAPING & LANDCARE, INC.

Location and description of housing: 233 Cold Springs Road, Lockport, NY 14094; Niagara County; 1/2 mile North of Rt. 31  
Two story, wood framed house with two usable bedrooms upstairs, full bath, living room, dining room, kitchen  
with laundry machines in finished basement.

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 03/27/2011 which is 35 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.

Keeley Swick President

Date

1-27-11

The above request is:  APPROVED  DISAPPROVED

Regional Administrator, ETA

Date