



**U.S. Department Labor
Employment and Training Administration**

APR 1 2011

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)

Plummer Orchards, LLC
1484 E. Townline Rd.
Waterport, NY 14571

Courtney Plummer dba

Telephone number/Teléfono: 585-765-9409 Fax: 585-765-1301

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

- 1. 7370 Chestnut Ridge Rd., 3 miles East of Lockport
- 2. 9187 Lower Lake Rd., Barker NY

(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
Camp #3 4475 Main Street, Gasport, NY. 2 story, 2 apartment house

(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 111331	5. Job Order No. /Num. de Orden de Empleo NY0976419
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6. Occupational Title and Code / Título Ocupacional y Código
Farmworkers & Laborers, Crop 45-2092.02

7. Clearance Order Issue Date / Fecha de Trámite
APR - 5 2011

8. Job Order Expiration Date / Fecha de Expiración
8/24/11

9. Anticipated Period of Employment / Periodo Anticipado de Empleo
From/ Desde: Jun 1, 2011 To/Hasta: Nov 15, 2011

10. No. of Workers Requested / Num. de Trabajadores Solicitados
6

11. Anticipated Hours of Work per Week/Horas Anticipadas de Trabajo por Semana. Total: 45

Sunday / Domingo	<u>0</u>	Monday / Lunes	<u>8</u>
Tuesday / Martes	<u>8</u>	Wednesday / Miércoles	<u>8</u>
Thursday / Jueves	<u>8</u>	Friday / Viernes	<u>8</u>
Saturday / Sábado	<u>5</u>		

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

Workers purchase and prepare their own food.

14. Referral Instructions / Instrucciones sobre cómo Referir Candidatos

Applicant may apply at any State Workforce Agency, Onestop, or directly with the employer (Courtney or Lisa Plummer (585) 765-9409.)

15. Job Specifications / Especificaciones del Trabajo

Pick apples and Pears for fresh market and/or processing. Other fruit picking , if required, is shown on attachments. Productivity must be at least 3 bins per day for fresh market apples and 4 bins per day for processing apples. Workers must be physically able to pick fruit, most of which is done from ladders with lower branches picked from the ground. Picked fruit is placed on metal-framed, canvas covered picking bucket with canvas straps that slip over the head and rest on the shoulders. The bucket, when filled, weighs up to 40 lbs. and is emptied into bulk bins with capacity equal to twenty (20) bushels. Workers are required to handle ladders up to 24 feet long and weighing about 2 pounds per foot. Workers may be instructed to selectively pick trees mature fruit according to size, color and other USDA standard. During the period of employment, the workers may be trimming and hand thinning trees. All applicants must have at least 1 month experience in the jobs described in this order. Escoja manzanas y peras para el mercado y/o el procesamiento frescos. Otra fruta que escoge, si necesario, es mostrado en la fijaciones productividad siguiente debe ser por lo menos 3 cajones por dia para manzanas de mercadotecnia frescas 4 cajones por dia para procesar manzanas. Los trabajadores deben poder fisicamente escoger fruta, la mayor parte de que es hecho de escaleras con ramas mas bajas escogidas del suelo. La fruta escogida es colocada metal lona que encuadrada cubrio escogiendo cubeta con correas de lona que resbalan sobre la cabeza y el descanso en los hombros. La cubeta, cuando llenado, pesa hasta 40 lbs. y es vaciado en cajones al por mayor con la capacidad iguala a veinte (20) cajones. Los trabajadores son requeridos a manejar escaleras arriba a 24 pies de largo y pesando aproximadamente 2 lbs. por pie. Los trabajadores pueden ser instruidos para escoger selectivamente fruta madura segun calibrar, el color y otro estandar de USDA. Durante el periodo de empleo, los trabajadores pueden estar recortando arboles, y mano que afina arboles. Todos los solicitantes deben tener por lo menos 1 experiencia de mes en el jobs describo en esta orden.

(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/Si	No	Pay Period Período de Pago
apples/fresh	\$ 10.25	\$ 0.85/1 bushel		Social Security / Seguro Social	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Weekly / Semanal
apples/proc.	\$ 10.25	\$ 0.60/1 bushel		Federal Tax Impuestos Federales	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
apples/juice	\$ 10.25	\$ 0.50/1 bushel		State Tax Impuestos Estatales	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bi-weekly / Quincenal
pears/fresh	\$ 10.25	\$ 1.30/1 bushel		Meals / Comidas	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
pears/proc.	\$ 10.26	\$ 0.90/1 bushel		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 / Arreglos de Transportación

Transportation arranged by Florida East Coast Travel and the employer at no cost to the worker.

(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 / Si No

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

19. Unemployment Insurance provided? Seguro de Desempleo? Yes/Si No

20. Workers' compensation insurance provided? Se le provee seguro de compensación/indemnización al trabajador: Yes/Si No

21. Are tools provided at no charge to the workers? / Se les proveen herramientas sin costo alguno a los trabajadores? Yes/Si 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)
W
44 New York State Department of Labor
W One Stop Office nearest to you office cell

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)
Will
448 New York State Department of Labor
War One Stop Office nearest to you ce

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

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



Date:

3/30/11

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

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 655.135, 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 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 #3 - 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 #9 - (a) Starting Date: The employer may amend the starting date of need by informing the order holding office no later than 05/18/11. 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 (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 Job Order (Item #15) is offered.

(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 05/19/11 nor later than 05/25/11 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.

Item #10 - Total number of migrant and seasonal farmworkers needed 6.

Item #11 - 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 8 hours per day.

Item #12 - Collect calls will be accepted only from officials of New York State Department of Labor offices.

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

(b) Employer (will) (will not) furnish free dishes, cooking utensils and convenient kitchen and cooking facilities.

(c) Employer (will) (will not) provide transportation to assure workers access to stores where they can purchase groceries and/or other incidentals.

Item #14 - 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 #15, (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 5%* as defined in the U.S. standard for grades. Fruit injured by bruising during picking for processing shall not exceed 10%** 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.

May also perform any combination of tasks involved in planting, cultivating and harvesting of fruits such as tilling soil, planting stock, pruning trees and bushes, removing suckers and runners from trees, vines and plants. Other duties may include laying out irrigation pipe and installing sprinklers, assisting in repairing fences, unloading trucks, clearing fields, burning brush, hand thinning fruit and smudging. Will use appropriate tools such as shovels, hoes, tampers, pruning hooks and shears. 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.

TRAINING: Three days training will be provided for inexperienced or new workers to familiarize them with the employer's harvest and orchard practices. This "hands-on-training" will consist of demonstrations and verbal instruction given by the employer or his trainer and workers will practice what they learned under the observation of the trainer. Training will cover safety practices in handling and climbing ladders, climbing trees, recognizing varieties of fruit, estimating percent of color in fruit, assessment of size and maturity of fruit and proper techniques for picking and handling fruit to minimize bruising. Workers will be encouraged to ask questions and will be questioned by the trainer to ensure that the training is fully understood. Following completion of the three days of training, the worker will have one trial day to demonstrate their ability to harvest fruit. Workers unable to meet employer's production standards after completion of the trial date may be terminated. yes (If not applicable, insert N/A)

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. yes (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
PEARS	08/25/11 – 09/05/11	Hand harvest
STRAWBERRIES	06/07/11 – 06/30/11	Hand harvest
PEACHES	7/01/11-8/15/11	Hand harvest
RASPBERRIES	8/01/11-8/20/11	Hand harvest
PRUNES	8/20/11	Hand harvest
Orchard Work	06/01/11 – 10/31/11	Pruning, raking, brush, harvesting

Item #16 - (a) An hourly rate of not less than the Federal or State minimum wage, The Adverse Effect Wage Rate (AEWR), the prevailing hourly rate or the employers hourly rate, whichever is highest, is guaranteed to the worker for the period of employment.

or the agreed-upon collective bargaining wage

(b) 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 AEWR, in which case the worker will be paid the equivalent of an hourly rate of not less than the AEWR, the Federal or State minimum rate, the prevailing hourly rate or the employer's hourly rate, whichever is highest.

(c) The employer will make the following deductions: (1) FICA (as required) (2) Federal/State tax withholdings (as required) (3) other (specify)

(d) Employer will maintain adequate payroll records. Workers will be paid weekly on FRIDAY for work through Previous Friday. 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.

(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 *NPC & DHS*, or 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) consecutive scheduled work days, as shown in Item 9 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 #17 - (a) Employer agrees to reimburse \$10.73 per day without receipts, Max. of \$46.00 per day with receipts, 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) 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 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 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.

Item #18 - (a) Employer will not contract with crew leaders currently in violation of the Migrant and Seasonal Worker Protection Act (MSPA).

(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 \$200 crew leader registration fee in addition to any other fees that may be applicable.

SUMMARY OF EMPLOYMENT CONDITIONS

1. Employer: Courtney Plummer dba Plummer Orchards, L.L.C.

Referral instructions: Applicant needs to read the entire order and sign attachment # 9

Contact person: Courtney or Lisa Plummer (5850 765-9409)

2. Crop/Activity/Wage Information:

Crop/Activity	Piece Rate	Production Unit (1)	Hourly Wage (2)
Apples/Dwarf	\$.756 per bu	60 bu. per day	\$10.25 AEW
Apples/ Standard	\$.85 per bu	60 bu. per day	\$10.25 AEW
Processing	\$.60 per bu	80 bu. per day	\$10.25 AEW
Juice	\$.50 per bu	N/A	\$10.25 AEW
Pears/Fresh	\$1.30 per bu	N/A	\$10.25 AEW
Pears/Processing	\$0.90 per bu	N/A	\$10.25 AEW

(1) Minimum Productivity Standards

(2) Employer agrees to pay all workers employed in the 2011 season at the \$10.25 AEW when it is established.

4. Workers will be paid weekly on Friday for work through Friday

5. Workers required to be covered by Workers Compensation.

Compensation Carrier: State Insurance Fund Policy #: R-1337115-8

Policy holder/address: Courtney Plummer, 1484 East Townline Rd. Waterport, NY. 14571

Person to be notified of injury w/phone number: Courtney Plummer – (716) 930-7771

Deadline for notification: **Immediately, but no later than 30 days from date of injury.**

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

7. Work performed under this order (**will**) (will not) be covered by Unemployment Insurance:

8. The employer (will) (**will not**) pay overtime.

9. (a) Employer (will) (**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**) (will not) furnish free dishes, cooking utensils and convenient kitchen and cooking facilities.

(c) Employer (**will**) (will not) provide transportation to assure workers access to stores where they can purchase groceries and/or other incidentals and/or medical necessities.

SUMMARY OF EMPLOYMENT CONDITIONS

10. DEDUCTIONS FROM WAGES:

<u>Type:</u>	<u>Amount:</u>
Social Security	<u>\$ As Required</u>
Federal/State Withholding Tax	<u>\$ As Required</u>
Meals	<u>\$ N/A</u>
Other	<u>\$ N/A</u>

11. **NOTES TO WORKER** (See Item #19 of ETA 790)

A copy of the full job order is available for inspection at the DOL Central Office. The employer has guaranteed your first week wages unless he/she notifies this Department of Labor Office of a later starting date by 05/18/11.

In order for you to be eligible for this guarantee, you must contact the Department of Labor Office during the period of 05/19/11 and 05/25/11, at:

NOTAS PARA LOS TRABAJADORES

Una copia de toda la orden está disponible para su inspección en la oficina donde se guarda la orden. El empleador ha garantizado el pago de su primera semana de empleo al menos que él notifique al Departamento de Trabajo a no más tarde del 05/18/11 que la fecha para empezar a trabajar a sido atrasada. Para que usted sea elegible para ésta garantía, usted debe de ponerse en contacto con la Oficina del Departamento de Trabajo entre las fechas del: 05/19/11 y 05/25/11 al:

Any Department of Labor Job Service Office will assist you in doing this.
(Cualquier oficina del Departamento de Trabajo Servicio de Empleo le asistirá en hacer esto).

12. Alternate work tasks to be performed, and pay during first week in case of crop delay:
(Se alternarán otras tareas de trabajo, y el pago durante la primera semana en caso de que haya un retraso en la cosecha).