



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

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**

<p>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)</p> <p>TERHUNE ORCHARDS 761 NORTH AVENUE SALT POINT, NY 12578 845-266-5382</p> <p>% AGENT VALLEY GROWERS CO-OP 61 MAIN STREET PO BOX 326 MILTON, NY 12547 845-795-2128</p> <p>Telephone number/Teléfono: 845-266-5382 Fax:</p> <p>2. Location and Direction to Work Site/ Ubicación y Dirección al Lugar de Trabajo</p> <p>761 NORTH AVENUE, SALT POINT, NY 12578</p> <p>GO SOUTH ON RT 9G, LEFT ONTO 41 EAST, MAKE RIGHT ONTO NORTH AVENUE.</p> <p>WORKSITE OWNED & OPERATED BY EMPLOYER</p> <p>(If additional space is needed, use separate sheet of paper/ Si necesitas más espacio, utilices otra hoja de papel)</p> <p>3. Location and Description of Housing / Dirección y Descripción de la Vivienda</p> <p>761 NORTH AVENUE, SALT POINT, NY 12578</p> <p>MOBILE HOME W/ALL FACILITIES</p> <p>CAPACITY - 2</p> <p>(If additional space is needed, use separate sheet of paper / Si necesitas más espacio, utilices otra hoja de papel)</p>	<p>Nos. 4 - 8 for STATE USE ONLY Números 4 a 8 para USO ESTATAL</p>	
	4. Industry Code/Código Industrial	5. Job Order No. /Num. de Orden de Empleo
	11219	NY 1048723
	6. Occupational Title and Code /Título Ocupacional y Código	
	FARMWORKERS LABORERS, CROPS	
	7. Clearance Order Issue Date / Fecha de Trámite	
	2/5/13	
	8. Job Order Expiration Date / Fecha de Expiración	
	8/5/13	
	9. Anticipated Period of Employment / Periodo Anticipado de Empleo	
From/ Desde: 04/10/2013 To/Hasta: 11/30/2013		
10. No. of Workers Requested / Num. de Trabajadores Solicitados		
2 (TWO)		
11. Anticipated Hours of Work per Week/Horas Anticipadas de Trabajo por Semana. Total: 40		
Sunday / Domingo _____ Monday / Lunes 7		
Tuesday / Martes 7 Wednesday / Miércoles 7		
Thursday / Jueves 7 Friday / Viernes 7		
Saturday / Sábado 5		
12. Collect Calls Accepted from/ Aceptan Llamadas por Cobrar de:		
Employer / Empleador	Yes/Si <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Local Office / Oficina Local	Yes/Si <input type="checkbox"/> No <input checked="" type="checkbox"/>	
<p>RECEIVED JAN 8 1 2013</p> <hr/>		

13. Board Arrangements / Arreglo de Alojamiento

WORKER BUY AND PREPARE OWN FOOD. EMPLOYER TAKES WORKERS SHOPPING ONCE A WEEK.

14. Referral Instructions / Instrucciones sobre cómo Referir Candidatos

CONTACT EMPLOYER RICHARD CZECH AT 845-266-5382 BETWEEN THE HOURS OF 1 PM AND 5 PM OR GO TO THE NEAREST ONE STOP CENTER.

15. Job Specifications / Especificaciones del Trabajo

Manually plant, cultivate, & harvest vegetables, & fruits. Use hand tools, such as shovels, trowels, hoes, tampers, pruning hooks, shears, & knives. Duties may include tilling soil & applying fertilizers; transplanting, weeding, thinning, or pruning crops. May construct trellises, repair fences & farm buildings and participate in irrigation activities.. Set up & operate irrigation equipment. Operate tractors, tractor-drawn machinery, and self-propelled machinery to plow, harrow & fertilize soil or to plant, cultivate spray & harvest crops. Repair and maintain farm vehicles, implements and mechanical equipment. Harvest fruits & vegetables by hand. Apply pesticides, herbicides or fertilizers to crops. Inform farmers or farm manager of crop progress. Identify plants, pests, & weeds to determine the selection & application of pesticides & fertilizers. Clear and maintain irrigation ditches. Record information about crops, such as pesticides use, yields or costs. A minimum productivity standard applies; 70 bu boxes of fresh market apples per day. All fruit to be handled with care to avoid bruising. Fruit injured by bruising, not to exceed 4%. Due to health & safety concerns on our farm workers must understand basic instruction in English. Workers referred as a result of this order must have a minimum of three months of verifiable experience in performing the tasks described in his 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	Hourly Wage	Piece Rate / Unit(s)	Special Pay (bonus, etc.)	Deductions	Yes/Si	No	Pay Period Periodo de Pago
Cultivos	Salario por Hora	Pago por Pieza / Unidad(es)	Pagos Especiales (Bono, etc.)	Deducciones			
Farmworkers	\$ 10.91	\$ N/A	N/A	Social Security / Seguro Social	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Weekly / Semanal
Apples/Harvest Fresh Market	\$ 10.91	\$ N/A	N/A	Federal Tax Impuestos Federales	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Berries - Vegetables	\$ 10.91	\$ N/A	N/A	State Tax Impuestos Estatales	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bi-weekly / Quincenal
Pumpkins	\$ 10.91	\$ N/A	N/A	Meals / Comidas	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	\$	\$		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
NONE

(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

Employer agrees to reimburse inbound transportation and subsistence expenses (\$11.13 per day minimum to a maximum of \$46.00 per day) 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 place from which the worker has come to work for the employer, whether in the U.S. or abroad to the place of employment, 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.

(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

**New York State Department of Labor
FORM ETA 790 Attachment #1
Terms and Conditions/Clarifications and Assurances**

Job Order Number: _____

Employer: TERHUNE

A: CLARIFICATION OF ITEMS ON FORM ETA 790

Item 3: Housing

- a. Housing and utilities are provided at no cost to H-2A workers and those workers in corresponding employment who are unable to return to their place of residence the same day.
- b. Housing beds, bedding and mattresses will be furnished at no cost to the workers.
- c. Housing will be clean and meet the applicable federal and State housing standards.
- d. Workers will be responsible for maintaining housing and surrounding areas in a neat, clean manner.

Item 15: Job Specifications

- a. Workers must be able to demonstrate that they are physically able to perform the work as described.
- b. Employer may terminate worker with timely notification to the NPC and DHS, if the worker:
 - 1) Refuses, without cause, to perform work for which the worker was recruited and hired;
 - 2) Commits serious acts of misconduct; or
 - 3) Fails, after completing any training or break-in period, to reach production standards (if applicable).
 - 4) Abandons Job ("Job Abandonment") – is absent for five consecutive previously scheduled days without prior notification to employer.

Item 16: Wage Rates, Special Pay Information and Deductions

The employer will offer, advertise in its recruitment, and pay a wage that is the highest of the AEW, the prevailing hourly wage or piece rate, the agreed upon collective bargaining wage, or the Federal or State minimum wage, except where a special procedure is approved for an occupation or specific class of agricultural employment. Employer assures that if a change in the AEW requires an increase such increase will be paid as of the effective date of the increase. Also if the AEW is decreased this will become the wage effective of the date of the decrease.

- a. If piece rate earnings for total hours of work at a piece-rate during a pay period do not result in average hourly earnings equal to the guaranteed minimum hourly rate, the worker will receive make-up pay to the guaranteed minimum wage rate.
- b. In New York State, the only deductions that can be taken from worker pay are:
 1. Those required by law, such as Social Security, income tax, and garnishment of wages;
 2. those that benefit workers and are authorized in writing, such as life insurance, or a savings account

Any other deductions are illegal.

Employer: TERHUNE

- c. The employer guarantees to offer employment for a minimum of $\frac{3}{4}$ ("three fourths guarantee") of the hours in the workdays during the period of the contract, and all extensions thereof. This guarantee begins with the first workday after the worker's arrival at the place of employment and ends on the date specified on the job order or extensions thereof. In fire, weather or Act of God terminations (as determined by the Certifying Officer) the $\frac{3}{4}$ guarantee period ends on the date of termination. The employer must make efforts to transfer the worker to other comparable employment acceptable to the worker, consistent with existing immigration law, as applicable. If such a transfer is not affected, the employer must (1) return the worker, at the employers expense, to the place from which the worker (disregarding intervening employment) came to work for the employer, or transport the worker to the workers next certified H2A employer, whichever the worker prefers (2) reimburse the worker the full amount of any deductions made from the workers pay by the employer for transportation and subsistence expenses to the place of employment; and (3) pay the worker for any costs incurred by the worker for transportation and daily subsistence to that employers place of employment. Daily subsistence must be computed as set forth in paragraph (h) of the section. The amount of the transportation payment must not be less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved provide the guarantees in Item 17 (a) below.
- d. Workers will not be required to work more than the number of hours specified in the job order for a workday or on their Sabbath or federal holidays to meet this guarantee. The worker's average hourly earnings will be used under this guarantee where wages are paid on a piece rate basis. Workers who are terminated for cause or who voluntarily abandon their job are not entitled to this guarantee if employer provides timely notification to the NPC and DHS.
On or before each payday the employer will provide to each worker in one or more written statements the following information: (1) the workers total earnings for the pay period; (2) the workers hourly rate and/or piece rate of pay; (3) the hours of employment offered to the worker (showing offers in accordance with the $\frac{3}{4}$'s guarantee as determined in paragraph (i) of the regulations at 20 CFR sec. 655.122(k), separate from any hours offered over and above the guarantee); (4) the hours actually worked by the worker; (5) an itemization of all deductions made from the worker's wages; (6) If piece rates are used, the units produced daily; (7) beginning and ending dates of the pay period; (8) the employer's name, address, and FEIN.
- e. Workers with school age children who have migrated with such children and who depart in time to return home for the beginning of the school year shall be paid, in addition to the basic wages, any bonus or other incentive payments or other expenses to which they would be entitled had they stayed the entire job order period.

Item 17: Transportation

Employer agrees to reimburse inbound transportation and subsistence expenses (\$11.13 per day minimum to a maximum of \$46.00 per day) 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 place from which the worker has come to work for the employer, whether in the U.S. or abroad to the place of employment, 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.

Employer: TERHUNE

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 fire, weather or an Act of God (as determined by the Certifying Officer), from place of employment to place of recruitment, except if the worker prefers not to return to his place of recruitment and has subsequent employment with an employer – see Item 16 (c) above. Employer will not be responsible for providing return cost of transportation and subsistence from place of employment to place of recruitment if the worker voluntarily abandons the job or is terminated for cause and employer provides timely notification to the NPC and DHS.

The amount of the transportation payment will be equal to the most economical and reasonable similar common carrier transportation charges for the distance involved. All transportation provided by the employer will be by common carrier or other transportation facilities which conform to the applicable regulations of the Interstate Commerce Commission or the United States Department of Labor. If requested by the worker, the employer will assist in making transportation arrangements. The amount of daily subsistence will be in accordance with current rates published in the *Federal Register* (for workers with and without receipts).

- a. 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 21: Tools and Equipment

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

B: OTHER CLARIFICATIONS AND ASSURANCES

1. The employer agrees to abide by the regulations at 20 CFR 653.501 and 20 CFR 655.135.
2. The employer will expeditiously notify the State agency by telephone immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over-recruitment, or other factors have changed the terms and conditions of employment.
3. Outreach workers shall have reasonable access to the worker in the conduct of outreach activities pursuant to 20 CFR 653.501(xvi).
4. Where appropriate, the employer is certified in the use and application of pesticides per Federal Environmental Protection Agency and State Department of Environmental Conservation requirements. The employer assures that workers hired under this order who will be handling pesticides will be provided appropriate training.
5. The employer will provide to an H-2A worker no later than the time at which the worker applies for the visa, or to a worker in corresponding employment no later than on the day work commences, a copy of the work contract between the employer and the workers in a language understood by the worker
6. The employer assures that if acting as a farm labor contractor (FLC) or farm labor contractor employee (FLCE) on the order, he has a valid federal FLC certificate or FLCE identification card.
7. The applicant assures that he/she complies with NYS registration requirements. Farm labor contractors anticipating employment contracting with growers or processors in New York State, growers or processors in New York State who use the services of a farm labor contractor, and growers or processors in New York State who, without using the services of a farm labor contractor, are responsible for bringing into the state five or more out-of-state migrant farm or food processing workers, including H-2A workers, are required to register with the New York State Department of Labor and pay a registration fee in addition to any other fees that may be applicable.

Employer: TERHUNE

Employer Signature: 

Date 1-29-13

New York State Department of Labor
Form ETA 790 -- Attachment #2 Additional Information

Item 1:

Employer: TERHUNE ORCHARDS
Agent Email: valleygrowersco@aol.com
Agent Fax: 845-795-2541

Item 13: Board Arrangements

Employer will will not provide three meals per day and will deduct \$ N/A per day.

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

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.

Item 15: Job Specifications

Production Standards (if applicable): Employer will expect worker to: pick a minimum of 70 bu boxes of apples with no more than 4 % bruising per day.

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

Item 16: Wage Rates, Special Pay Information and Deductions

When a worker is terminated under any of the provisions in Attachment #1 Item 15B, or if the worker voluntarily terminates his employment, the employer shall not be liable for the three-fourths wage guarantee.

The employer will not pay overtime.

The employer does not provide disability insurance.

The employer will will not pay unemployment insurance.

Employer: TERHUNE

The employer will provide workers referred through the interstate clearance system 40 hours of work for the week beginning with the anticipated date of need, unless employer has amended the date of need by notifying the State agency no later than 10 business days before the date of need. If the employer fails to notify NYS Department of Labor office, then employer shall pay an eligible worker referred through the clearance system \$ 436.40 for the first week starting with the originally anticipated date of need. If worker referred fails to notify the NYS Department of Labor of continued interest in the job at least 5 days before date of need, worker will be disqualified from this assurance. Employer will will not require worker to perform alternative work if the guarantee cited in this section is invoked.

Alternative work: *N/A*

Employer will maintain adequate payroll records. Workers will be paid weekly on **FRIDAY** for work through the previous **WEDNESDAY**

Item 20: Workers' Compensation

The employer assures that Policy # **Z 1478 375-7**

Issued by **THE STATE INSURANCE FUND**

Provides the required insurance for injuries arising out of and in the course of employment.

Employer's proof of insurance coverage will be provided to the Chicago National Processing Center before certification is granted.