



**Agricultural Clearance Order  
 Form ETA-790  
 U.S. Department of Labor**

**IMPORTANT:** In accordance with 20 CFR 653.500, all employers seeking U.S. workers to perform agricultural services or labor on a temporary, less than year-round basis through the Agricultural Recruitment System for U.S. Workers, must submit a completed job clearance order (Form ETA-790) to the State Workforce Agency (SWA) for placement on its intrastate and interstate job clearance systems. Employers submitting a job order in connection with an H-2A Application for Temporary Employment Certification (Form ETA-9142A) must complete the Form ETA-790 and attach a completed 790A. All other employers submitting agricultural clearance orders must complete the Form ETA-790 and attach a completed 790B. Employers and authorized preparers must read the general instructions carefully, complete ALL required fields/items containing an asterisk (\*), and any fields/items where a response is conditional as indicated by the section (§) symbol.

**I. Clearance Order Information**

<b>FOR STATE WORKFORCE AGENCY (SWA) USE ONLY</b>			
<i>Questions 1 through 17</i>			
1. Clearance Order Number *	2. Clearance Order Issue Date *	3. Clearance Order Expiration Date *	
13828155	5/6/2020	9/16/2020	
4. SOC Occupation Code *	5. SOC Occupation Title *		
45-2092.02	Farmworkers and Laborers, Crop		
<b>SWA Order Holding Office Contact Information</b>			
6. Contact's last (family) name *		7. First (given) name *	8. Middle name(s) §
Gomez-Ruiz		Luis	
9. Contact's job title *			
CareerLink Specialist			
10. Address 1 *			
150-V Twin Drive			
11. Address 2 (suite/floor and number) §			
12. City *		13. State *	14. Postal code *
Gettysburg		Pennsylvania	17325
15. Telephone number *	16. Extension §	17. E-Mail address *	
717-334-1173		lgomez-rui@pa.gov	

**II. Employer Contact Information**

1. Legal Business Name *			
Bonnie Brae Fruit Farms, Inc.			
2. Trade Name/Doing Business As (DBA), if applicable §			
Bonnie Brae Fruit Farms, Inc.			
3. Contact's last (family) name *		4. First (given) name *	5. Middle name(s) §
Zost		Sarah	Lott
6. Contact's job title *			
Manager			
7. Address 1 *			
1230 Idaville-York Springs Rd.			
8. Address 2 (apartment/suite/floor and number) §			
9. City *		10. State *	11. Postal code *
Gardners		Pennsylvania	17324
12. Telephone number *	13. Extension §	14. Business e-mail address *	
+1 (717) 752-7374		office@bonniebraefruitfarms.com	
15. Federal Employer Identification Number (FEIN from IRS) *		16. NAICS Code *	
23-1803158		111331	

**III. Type of Clearance Order**

1. Indicate the type of agricultural clearance order being placed with the SWA for recruitment of U.S. workers. (choose only one) *	<input checked="" type="checkbox"/> 790A (H-2A clearance order) <input type="checkbox"/> 790B (regular clearance order)
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**Public Burden Statement (1205-0466)**

Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Public reporting burden for this collection of information is estimated to average .03 hours per response for all information collection requirements, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing, reviewing, and submitting the collection of information. The obligation to respond to this data collection is required to obtain/retain benefits (44 U.S.C. 3501, Immigration and Nationality Act, 8 U.S.C. 1101, et seq.). Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Employment and Training Administration, Office of Foreign Labor Certification, 200 Constitution Ave., NW, Suite PPII 12-200, Washington, DC, 20210. (Paperwork Reduction Project OMB 1205-0466). DO NOT send the completed application to this address.





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**B. Minimum Job Qualifications/Requirements**

1. Education: minimum U.S. diploma/degree required. *			
<input checked="" type="checkbox"/> None <input type="checkbox"/> High School/GED <input type="checkbox"/> Associate's <input type="checkbox"/> Bachelor's <input type="checkbox"/> Master's or Higher <input type="checkbox"/> Other degree (JD, MD, etc.)			
2. Work Experience: number of <u>months</u> required. *	3	3. Training: number of <u>months</u> required. *	0
4. Basic Job Requirements (check all that apply) *			
<input type="checkbox"/> a. Certification/license requirements <input type="checkbox"/> b. Driver requirements <input type="checkbox"/> c. Criminal background check <input type="checkbox"/> d. Drug screen <input checked="" type="checkbox"/> e. Lifting requirement <u>50</u> lbs.		<input checked="" type="checkbox"/> g. Exposure to extreme temperatures <input type="checkbox"/> h. Extensive pushing or pulling <input checked="" type="checkbox"/> i. Extensive sitting or walking <input checked="" type="checkbox"/> j. Frequent stooping or bending over <input checked="" type="checkbox"/> k. Repetitive movements	
5a. Supervision: does this position supervise the work of other employees? *	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	5b. If "Yes" to question 5a, enter the number of employees worker will supervise. \$	
6. Additional Information Regarding Job Qualifications/Requirements. <i>(Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter "NONE" below) *</i> none			

**C. Place of Employment Information**

1. Address/Location *			
1230 Idaville-York Springs Rd. Gardners, PA 17324			
2. City *	3. State *	4. Postal Code *	5. County *
Gardners	Pennsylvan	17324	Adams
6. Additional Place of Employment Information <i>(If no additional information, enter "NONE" below) *</i> none			
7. Is a completed <b>Addendum B</b> providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? *			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

**D. Housing Information**

1. Housing Address/Location *			
2 Pine Swamp Road Gardners, PA 17324			
2. City *	3. State *	4. Postal Code *	5. County *
Gardners	Pennsylvan	17324	Adams
6. Type of Housing *		7. Total Units *	8. Total Occupancy *
Camp with communal bathrooms and kitchen		1	24
9. Housing complies or will comply with the following applicable standards: *		<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal	
10. Additional Housing Information. <i>(If no additional information, enter "NONE" below) *</i> none			
11. Is a completed <b>Addendum B</b> providing additional information on housing that will be provided to workers attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No



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**E. Provision of Meals**

1. Describe how the employer will provide each worker with 3 meals a day or furnish free and convenient cooking and kitchen facilities. \* (Please begin response on this form and use Addendum C if additional space is needed.)  
 We will provide free and convenient cooking and kitchen facilities for workers to prepare meals. The group camp has enough stoves, refrigerators, and sinks for 34 people to use as per Pennsylvania state regulations. It has been in use as a seasonal farm labor camp for years and has been adequate for their use. We have 16-19 burners for 34 people, which exceeds the standard of 2 per every 10 people. We also provide 5 refrigerators. There is a food prep area, food and utensil storage area, a sink with hot and cold running water, adequate seating, and a 10-B fire extinguisher inspected and charged in each of the 2 communal kitchens. There is also an available apartment with a kitchen a living area, bathroom, and two bedrooms that can house 4 people. It has a 4 burner stove, a refrigerator, and a sink and shower with hot and cold running water, along with a toilet. The combination of the 20 person communal camp, 24 person communal camp, and the 4 person apartment will be used to

2. If meals are provided, the employer: *	<input checked="" type="checkbox"/> <b>WILL NOT</b> charge workers for such meals.
	<input type="checkbox"/> <b>WILL</b> charge workers for such meals at \$ <u>      </u> . <u>      </u> per day per worker.

**F. Transportation and Daily Subsistence**

1. Describe the terms and arrangement for daily transportation the employer will provide to workers. \*  
 (Please begin response on this form and use Addendum C if additional space is needed.)  
 See Addendum C

2. Describe the terms and arrangements for providing workers with transportation (a) to the place of employment (i.e., inbound) and (b) from the place of employment (i.e., outbound). \*  
 (Please begin response on this form and use Addendum C if additional space is needed.)  
 See Addendum C

3. During the travel described in Item 2, the employer will pay for or reimburse daily meals by providing each worker *	a. no less than	\$ <u>  12  </u> . <u>  68  </u>	per day *
	b. no more than	\$ <u>  55  </u> . <u>  00  </u>	per day with receipts



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**G. Referral and Hiring Instructions**

1. Explain how prospective applicants may be considered for employment under this job order, including verifiable contact information for the employer, or the employer's authorized hiring representative, methods of contact, and the days and hours applicants will be considered for the job opportunity. \*

*(Please begin response on this form and use Addendum C if additional space is needed.)*

See Addendum C

2. Telephone Number to Apply \*

+1 (717) 528-4615

3. Email Address to Apply \*

office@bonniebraefruitfarms.com

4. Website address (URL) to Apply \*

N/A

**H. Additional Material Terms and Conditions of the Job Offer**

1. Is a completed **Addendum C** providing additional information about the material terms, conditions, and benefits (monetary and non-monetary) that will be provided by the employer attached to this job order? \*

Yes  No



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**I. Conditions of Employment and Assurances for H-2A Agricultural Clearance Orders**

By virtue of my signature below, I **HEREBY CERTIFY** my knowledge of and compliance with applicable Federal, State, and local employment-related laws and regulations, including employment-related health and safety laws, and certify the following conditions of employment:

1. **JOB OPPORTUNITY:** Employer assures that the job opportunity identified in this clearance order (hereinafter also referred to as the "job order") is a full-time temporary position being placed with the SWA in connection with an H-2A *Application for Temporary Employment Certification* for H-2A workers and this clearance order satisfies the requirements for agricultural clearance orders in 20 CFR 653, subpart F and the requirements set forth in 20 CFR 655.122. This job opportunity offers U.S. workers no less than the same benefits, wages, and working conditions that the employer is offering, intends to offer, or will provide to H-2A workers and complies with the requirements at 20 CFR 655, Subpart B. The job opportunity is open to any qualified U.S. worker regardless of race, color, national origin, age, sex, religion, handicap, or citizenship.
2. **NO STRIKE, LOCKOUT, OR WORK STOPPAGE:** Employer assures that this job opportunity, including all worksites for which the employer is requesting H-2A labor certification does not currently have workers on strike or being locked out in the course of a labor dispute. 20 CFR 655.135(b).
3. **HOUSING FOR WORKERS:** Employer agrees to provide for or secure housing for H-2A workers and those workers in corresponding employment who are not reasonably able to return to their residence at the end of the work day. That housing complies with the applicable local, State, or Federal standards and is sufficient to house the specified number of workers requested through the clearance system. The employer will provide the housing without charge to the worker. Any charges for rental housing will be paid directly by the employer to the owner or operator of the housing. If public accommodations are provided to workers, the employer agrees to pay all housing-related charges directly to the housing's management. The employer agrees that charges in the form of deposits for bedding or other similar incidentals related to housing (e.g., utilities) must not be levied upon workers. However, the employer may require workers to reimburse them for damage caused to housing by the individual worker(s) found to have been responsible for damage which is not the result of normal wear and tear related to habitation. When it is the prevailing practice in the area of intended employment and the occupation to provide family housing, the employer agrees to provide family housing at no cost to workers with families who request it. 20 CFR 655.122(d), 653.501(c)(3)(vi).

*Request for Conditional Access to Intrastate or Interstate Clearance System:* Employer assures that the housing disclosed on this clearance order will be in full compliance with all applicable local, State, or Federal standards at least 20 calendar days before the housing is to be occupied. 20 CFR 653.502(a)(3). The Certifying Officer will not certify the application until the housing has been inspected and approved.

4. **WORKERS' COMPENSATION COVERAGE:** Employer agrees to provide workers' compensation insurance coverage in compliance with State law covering injury and disease arising out of and in the course of the worker's employment. If the type of employment for which the certification is sought is not covered by or is exempt from the State's workers' compensation law, the employer agrees to provide, at no cost to the worker, insurance covering injury and disease arising out of and in the course of the worker's employment that will provide benefits at least equal to those provided under the State workers' compensation law for other comparable employment. 20 CFR 655.122(e).
5. **EMPLOYER-PROVIDED TOOLS AND EQUIPMENT:** Employer agrees to provide to the worker, without charge or deposit charge, all tools, supplies, and equipment required to perform the duties assigned. 20 CFR 655.122(f).
6. **MEALS:** Employer agrees to provide each worker with three meals a day or furnish free and convenient cooking and kitchen facilities to the workers that will enable the workers to prepare their own meals. Where the employer provides the meals, the job offer will state the charge, if any, to the worker for such meals. The amount of meal charges is governed by 20 CFR 655.173. 20 CFR 655.122(g).

For workers engaged in the herding or production of livestock on the range, the employer agrees to provide each worker, without charge or deposit charge, (1) either three sufficient meals a day, or free and convenient cooking facilities and adequate provision of food to enable the worker to prepare his own meals. To be sufficient or adequate, the meals or food provided must include a daily source of protein, vitamins, and minerals; and (2) adequate potable water, or water that can be easily rendered potable and the means to do so. 20 CFR 655.210(e).

7. **TRANSPORTATION AND DAILY SUBSISTENCE:** Employer agrees to provide the following transportation and daily subsistence benefits to eligible workers.

A. *Transportation to Place of Employment (Inbound)*

If the worker completes 50 percent of the work contract period, and the employer did not directly provide such transportation or subsistence or otherwise has not yet paid the worker for such transportation or subsistence costs, the employer agrees to reimburse the worker for reasonable costs incurred by the worker for transportation and daily subsistence 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. The amount of the transportation payment must be no less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved. The amount the employer will pay for daily subsistence expenses are those amounts disclosed in this clearance order, which are at least as much as the employer would charge the worker for providing the worker with three meals a day during employment (if applicable), but in no event will less than the amount permitted under 20 CFR 655.173(a). The employer understands that the Fair Labor Standards Act applies independently of the H-2A requirements and imposes obligations on employers regarding payment of wages. 20 CFR 655.122(h)(1).

B. *Transportation from Place of Employment (Outbound)*

If the worker completes the work contract period, or is terminated without cause, and the worker has no immediate subsequent H-2A employment, the employer agrees to provide or pay for the worker's transportation and daily subsistence from the place of employment to the place from which the worker, disregarding intervening employment, departed to work for the employer. Return transportation will not be provided to workers who voluntarily abandon employment before the end of the work contract period, or who are terminated for cause, if the employer follows the notification requirements in 20 CFR 655.122(n).



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If the worker has contracted with a subsequent employer who has not agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the employer must provide for such expenses. If the worker has contracted with a subsequent employer who has agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the subsequent employer must provide or pay for such expenses.

The employer is not relieved of its obligation to provide or pay for return transportation and subsistence if an H-2A worker is displaced as a result of the employer's compliance with the 50 percent rule as described in sec. 655.135(d) of this subpart with respect to the referrals made after the employer's date of need. 20 CFR 655.122(h)(2).

C. *Daily Transportation*

Employer agrees to provide transportation between housing provided or secured by the employer and the employer's worksite(s) at no cost to the worker. 20 CFR 655.122(h)(3).

D. *Compliance with Transportation Standards*

Employer assures that all employer-provided transportation will comply with all applicable Federal, State, or local laws and regulations. Employer agrees to provide, at a minimum, the same transportation safety standards, driver licensure, and vehicle insurance as required under 29 U.S.C. 1841 and 29 CFR 500.105 and 29 CFR 500.120 to 500.128. If workers' compensation is used to cover transportation, in lieu of vehicle insurance, the employer will ensure that such workers' compensation covers all travel or that vehicle insurance exists to provide coverage for travel not covered by workers' compensation. Employer agrees to have property damage insurance. 20 CFR 655.122(h)(4).

8. **THREE-FOURTHS GUARANTEE:** Employer agrees to offer the worker employment for a total number of work hours equal to at least three-fourths of the workdays of the total period beginning with the first workday after the arrival of the worker at the place of employment or the advertised contractual first date of need, whichever is later, and ending on the expiration date specified in the work contract or in its extensions, if any. 20 CFR 655.122(i).

The employer may offer the worker more than the specified hours of work on a single workday. For purposes of meeting the three-fourths guarantee, the worker will not be required to work for more than the number of hours specified in the job order for a workday, or on the worker's Sabbath or Federal holidays. If, during the total work contract period, the employer affords the U.S. or H-2A worker less employment than that required under this guarantee, the employer will pay such worker the amount the worker would have earned had the worker, in fact, worked for the guaranteed number of days. An employer will not be considered to have met the work guarantee if the employer has merely offered work on three-fourths of the workdays if each workday did not consist of a full number of hours of work time as specified in the job order. All hours of work actually performed may be counted by the employer in calculating whether the period of guaranteed employment has been met. Any hours the worker fails to work, up to a maximum of the number of hours specified in the job order for a workday, when the worker has been offered an opportunity to work, and all hours of work actually performed (including voluntary work over 8 hours in a workday or on the worker's Sabbath or Federal holidays), may be counted by the employer in calculating whether the period of guaranteed employment has been met. 20 CFR 655.122(i).

If the worker is paid on a piece rate basis, the employer agrees to use the worker's average hourly piece rate earnings or the required hourly wage rate, whichever is higher, to calculate the amount due under the three-fourths guarantee. 20 CFR 655.122(i).

If the worker voluntarily abandons employment before the end of the period of employment set forth in the job order, or is terminated for cause, and the employer follows the notification requirements in 20 CFR 655.122(n), the worker is not entitled to the three-fourths guarantee. The employer is not liable for payment of the three-fourths guarantee to an H-2A worker whom the Department of Labor certifies is displaced due to the employer's requirement to hire qualified and available U.S. workers during the recruitment period set out in 20 CFR 655.135(d), which lasts until 50 percent of the period of the work contract has elapsed (50 percent rule). 20 CFR 655.122(i).

*Important Note:* In circumstances where the work contract is terminated due to contract impossibility under 20 CFR 655.122(o), the three-fourths guarantee period ends on the date of termination.

9. **EARNINGS RECORDS:** Employer agrees to keep accurate and adequate records with respect to the workers' earnings at the place or places of employment, or at one or more established central recordkeeping offices where such records are customarily maintained. All records must be available for inspection and transcription by the Department of Labor or a duly authorized and designated representative, and by the worker and representatives designated by the worker as evidenced by appropriate documentation. Where the records are maintained at a central recordkeeping office, other than in the place or places of employment, such records must be made available for inspection and copying within 72 hours following notice from the Department of Labor, or a duly authorized and designated representative, and by the worker and designated representatives. The content of earnings records must meet all regulatory requirements and be retained by the employer for a period of not less than 3 years after the date of certification by the Department of Labor. 20 CFR 655.122(j).
10. **HOURS AND EARNINGS STATEMENTS:** Employer agrees to furnish to the worker on or before each payday in one or more written statements the following information: (1) the worker's total earnings for the pay period; (2) the worker's hourly rate and/or piece rate of pay; (3) the hours of employment offered to the worker (showing offers in accordance with the three-fourths guarantee as determined in 20 CFR 655.122(i), 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; and (8) the employer's name, address and FEIN. 20 CFR 655.122(k).

For workers engaged in the herding or production of livestock on the range, the employer is exempt from recording and furnishing the hours actually worked each day, the time the worker begins and ends each workday, as well as the nature and amount of work performed, but otherwise must comply with the earnings records and hours and earnings statement requirements set out in 20 CFR 655.122(j) and (k). The employer agrees to keep daily records indicating whether the site of the employee's work was on the range or off the range. If the employer prorates a worker's wage because of the worker's voluntary absence for personal reasons, it must also keep a record of the reason for the worker's absence. 20 CFR 655.210(f).



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11. **RATES OF PAY:** The employer agrees that it will offer, advertise in its recruitment, and pay at least the Adverse Effect Wage Rate (AEWR), the prevailing hourly wage rate, the prevailing piece rate, the agreed-upon collective bargaining rate, or the Federal or State minimum wage rate, in effect at the time work is performed, whichever is highest. If the worker is paid by the hour, the employer must pay this rate for every hour or portion thereof worked during a pay period. If the offered wage(s) disclosed in this clearance order is/are based on commission, bonuses, or other incentives, the employer guarantees the wage paid on a weekly, semi-monthly, or monthly basis will equal or exceed the AEWR, prevailing hourly wage or piece rate, the legal Federal or State minimum wage, or any agreed-upon collective bargaining rate, whichever is highest.

If the worker is paid on a piece rate basis and at the end of the pay period the piece rate does not result in average hourly piece rate earnings during the pay period at least equal to the amount the worker would have earned had the worker been paid at the appropriate hourly rate of pay, the employer agrees to supplement the worker's pay at that time so that the worker's earnings are at least as much as the worker would have earned during the pay period if the worker had instead been paid at the appropriate hourly wage rate for each hour worked. 20 CFR 655.120, 655.122(l).

For workers engaged in the herding or production of livestock on the range, the employer agrees to pay the worker at least the monthly AEWR, the agreed-upon collective bargaining wage, or the applicable minimum wage imposed by Federal or State law or judicial action, in effect at the time work is performed, whichever is highest, for every month of the job order period or portion thereof. If the offered wage disclosed in this clearance order is based on commissions, bonuses, or other incentives, the employer assures that the wage paid will equal or exceed the monthly AEWR, the agreed-upon collective bargaining wage, or the applicable minimum wage imposed by Federal or State law or judicial action, whichever is highest, and will be paid to each worker free and clear without any unauthorized deductions. The employer may prorate the wage for the initial and final pay periods of the job order period if its pay period does not match the beginning or ending dates of the job order. The employer also may prorate the wage if an employee is voluntarily unavailable to work for personal reasons. 20 CFR 655.210(g).

12. **FREQUENCY OF PAY:** Employer agrees to pay workers when due based on the frequency disclosed in this clearance order. 20 CFR 655.122(m).

13. **ABANDONMENT OF EMPLOYMENT OR TERMINATION FOR CAUSE:** If a worker voluntarily abandons employment before the end of the contract period, or is terminated for cause, employer is not responsible for providing or paying for the subsequent transportation and subsistence expenses of that worker, and that worker is not entitled to the three-fourths guarantee, if the employer notifies the Department of Labor and, if applicable, the Department of Homeland Security, in writing or by any other method specified by the Department of Labor or the Department of Homeland Security in the Federal Register, not later than 2 working days after the abandonment or termination occurs. A worker will be deemed to have abandoned the work contract if the worker fails to show up for work at the regularly scheduled time and place for 5 consecutive work days without the consent of the employer. 20 CFR 655.122(n).

14. **CONTRACT IMPOSSIBILITY:** The work contract may be terminated before the end date of work specified in the work contract if the services of the workers are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes fulfillment of the contract impossible, as determined by the U.S. Department of Labor. In the event that the work contract is terminated, the employer agrees to fulfill the three-fourths guarantee for the time that has elapsed from the start date of work specified in the work contract to the date of termination. The employer also agrees that it will make efforts to transfer the worker to other comparable employment acceptable to the worker and consistent with existing immigration laws. In situations where a transfer is not affected, the employer agrees to return the worker at the employer's expense to the place from which the worker, disregarding intervening employment, came to work for the employer, or transport the worker to his/her next certified H-2A employer, whichever the worker prefers. The employer will also reimburse the worker the full amount of any deductions made by the employer from the worker's pay for transportation and subsistence expenses to the place of employment. The employer will also pay the worker for any transportation and subsistence expenses incurred by the worker to that employer's place of employment. The amounts the employer will pay for subsistence expenses per day are those amounts disclosed in this clearance order. 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. 20 CFR 655.122(o).

The employer is not required to pay for transportation and daily subsistence from the place of employment to a subsequent employer's worksite if the worker has contracted with a subsequent employer who has agreed to provide or pay for the worker's transportation and subsistence expenses from the present employer's worksite to the subsequent employer's worksite. 20 CFR 655.122(h)(2).

15. **DEDUCTIONS FROM WORKER'S PAY:** Employer agrees to make all deductions from the worker's paycheck required by law. This job offer discloses all deductions not required by law which the employer will make from the worker's paycheck and all such deductions are reasonable, in accordance with 20 CFR 655.122(p) and 29 CFR part 531. The wage requirements of 20 CFR 655.120 will not be met where undisclosed or unauthorized deductions, rebates, or refunds reduce the wage payment made to the employee below the minimum amounts required under 20 CFR part 655, subpart B, or where the employee fails to receive such amounts free and clear because the employee kicks back directly or indirectly to the employer or to another person for the employer's benefit the whole or part of the wage delivered to the employee. 20 CFR 655.122(p).

16. **DISCLOSURE OF WORK CONTRACT:** Employer agrees to provide a copy of the work contract 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. For an H-2A worker coming to the employer from another H-2A employer, the employer agrees to provide a copy of the work contract no later than the time an offer of employment is made to the H-2A worker. A copy of the work contract will be provided to each worker in a language understood by the worker, as necessary or reasonable. In the absence of a separate, written work contract entered into between the employer and the worker, the required terms of this clearance order, including all Addendums, and the certified *H-2A Application for Temporary Employment Certification* will be the work contract. 20 CFR 655.122(q).



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**17. ADDITIONAL ASSURANCES FOR CLEARANCE ORDERS:**

- A. Employer agrees to provide to workers referred through the clearance system the number of hours of work disclosed in this clearance order for the week beginning with the anticipated date of need, unless the employer has amended the date of need at least 10 business days before the original date of need by so notifying the Order-Holding Office (OHO) in writing (e.g., e-mail notification). The employer understands that it is the responsibility of the SWA to make a record of all notifications and attempt to inform referred workers of the amended date of need expeditiously. 20 CFR 653.501(c)(3)(i).  
  
 If there is a change to the anticipated date of need, and the employer fails to notify the OHO at least 10 business days before the original date of need, the employer agrees that it will pay eligible workers referred through the clearance system the specified rate of pay disclosed in this clearance order for the first week starting with the originally anticipated date of need or will provide alternative work if such alternative work is stated on the clearance order. 20 CFR 653.501(c)(5).
- B. Employer agrees that no extension of employment beyond the period of employment specified in the clearance order will relieve it from paying the wages already earned, or if specified in the clearance order as a term of employment, providing transportation from the place of employment, as described in paragraph 7.B above. 20 CFR 653.501(c)(3)(ii).
- C. Employer assures that all working conditions comply with applicable Federal and State minimum wage, child labor, social security, health and safety, farm labor contractor registration, and other employment-related laws. 20 CFR 653.501(c)(3)(iii).
- D. Employer agrees to expeditiously notify the OHO or SWA by emailing and telephoning 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. 20 CFR 653.501(c)(3)(iv).
- E. If acting as a farm labor contractor (FLC) or farm labor contractor employee (FLCE) on this clearance order, the employer assures that it has a valid Federal FLC certificate or Federal FLCE identification card and when appropriate, any required State FLC certificate. 20 CFR 653.501(c)(3)(v).
- F. Employer assures that outreach workers will have reasonable access to the workers in the conduct of outreach activities pursuant to 20 CFR 653.107. 20 CFR 653.501(c)(3)(vii).

*I declare under penalty of perjury that I have read and reviewed this clearance order, including every page of this Form ETA-790A and all supporting addendums, and that to the best of my knowledge, the information contained therein is true and accurate. This clearance 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. 20 CFR 653.501(c)(3)(viii). I understand that to knowingly furnish materially false information in the preparation of this form and any supplement thereto or to aid, abet, or counsel another to do so is a federal offense punishable by fines, imprisonment, or both. 18 U.S.C. 2, 1001.*

1. Last (family) name *	2. First (given) name *	3. Middle initial §
Zost	Sarah	
4. Title *		
Manager		
5. Signature (or digital signature) *	6. Date signed *	
Digital Signature Verified and Retained By	<i>Certifying Officer</i>	5/6/2020

**Employment Service Statement**

In view of the statutorily established basic function of the Employment Service (ES) as a no-fee labor exchange, that is, as a forum for bringing together employers and job seekers, neither the Department of Labor's Employment and Training Administration (ETA) nor the SWAs 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 ES constitute a contractual job offer to which the ETA or a SWA is in any way a party. 20 CFR 653.501(c)(1)(i).

**Public Burden Statement (1205-0466)**

Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Public reporting burden for this collection of information is estimated to average .63 hours per response for all information collection requirements, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing, reviewing, and submitting the collection of information. The obligation to respond to this data collection is required to obtain/retain benefits (44 U.S.C. 3501, Immigration and Nationality Act, 8 U.S.C. 1101, et seq.). Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Employment and Training Administration, Office of Foreign Labor Certification, 200 Constitution Ave., NW, Suite PPII 12-200, Washington, DC, 20210. (Paperwork Reduction Project OMB 1205-0466). DO NOT send the completed application to this address.



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**D. Additional Housing Information**

1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Applicable Housing Standards *
camp and 2 apartments	6416 Oxford Road Gardners, Pennsylvania 17324 ADAMS	The camp has 2 sleeping areas and a communal bathroom and kitchen. The 2 apartments can each hold up to 4 adults.	4	26	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
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**H. Additional Material Terms and Conditions of the Job Offer**

a. Job Offer Information 1

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>            Workers will be expected to perform manual jobs with accuracy and efficiency through harvest. They will use wooden straight ladders, metal step ladders, and picking bags that when filled weigh up to 50 pounds. They will thin and pick apples and peaches, and may at times do other manual labor on the farm if there is a lull in harvest work.            Los trabajadores serán se espera que realice trabajos manuales con precisión y eficiencia durante la cosecha. Usarán escaleras rectas de madera, escaleras metálicas y bolsas de recolección que cuando estén llenas pesan hasta 50 libras. Van a adelgazar y recoger manzanas y melocotones, y en ocasiones pueden hacer otros trabajos manuales en la granja si hay una pausa en el trabajo de cosecha.            Pick apples and peaches from trees for fresh and processing market. Workers must be physically able to pick tree fruit, most of which is done from ladders, with lower branches being picked from ground. Picked fruit is placed in plastic-framed canvas covered picking bucket with canvas straps that slip over the head and rest on the shoulders. Filled bucket, weighing up to 40 lbs., is emptied into bulk bins. When necessary, workers are required to handle and pick from ladders up to 18 ft. in length and weighing 25 to 40 pounds. 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 must be handled with care to avoid bruising. Each tree will be picked according to instructions given each day by the orchard supervisor. Primary duty will be to harvest fruit; however other duties may be offered if lull in schedule including hand thinning fruit, picking roots, rocks and other debris, cutting shoots and suckers, pulling or cutting thorny plants, weeds and vines from around trees (some weeds may be noxious), cleaning and clearing fence rows and farm buildings. May operate and help maintain hand-operated equipment, such as loppers, trimmers, saws, shears, and clippers. Employer expects workers to work with or without supervision at such tasks. Must be able to safely maneuver ladders up to 18 feet in length on steep and uneven terrain. Must be experienced in distinguishing between apple varieties and be able to spot pick trees for acceptable color. Field supervision monitors workers to ensure fruit is not bruised in picking. Must be able to sort out fruit with defects.            Work is to be done for long periods of time. Workers should be able to work on their feet in bent positions for long periods of time. Work requires repetitive movements and extensive walking. Allergies to ragweed, goldenrod, insect spray, related chemicals, etc. may affect workers ability to perform the job. Workers are exposed to wet weather early in the morning through the heat of the day, working in fields. Temperatures may range from 20 to 110 F. Workers may be required to work during occasional showers not severe enough to stop field operations. Workers should be physically able to do the work required with or without reasonable accommodations. Saturday work required. Must be able to lift/carry 50 pounds.            Corta las manzanas y los duraznos de los árboles para el mercado fresco y procesamiento. Los trabajadores deben ser físicamente capaces de recoger la fruta del árbol, la mayoría de los cuales se realiza desde escaleras, con ramas más bajas que se recogen de la tierra. La fruta recolectada se coloca en un cubo de recolección cubierto con lona con marco de plástico y correas de lona que se deslizan sobre la cabeza y descansan sobre los hombros. La cubeta llena, que pesa hasta 40 libras, se vacía en recipientes a granel. Cuando sea necesario, se requiere que los trabajadores manejen y recojan de escaleras de hasta 18 pies de largo y que pesen de 25 a 40 libras. El trabajador coloca la escalera firmemente contra el árbol o dentro de él, en una posición segura para no romper las ramas o desprender fruta y evitar resbalones.</p>			

b. Job Offer Information 2

1. Section/Item Number *	G.1	2. Name of Section or Category of Material Term or Condition *	Referral and Hiring Instructions
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>            We can be contacted at office@bonniebraefruitfarms.com or 717-528-4615. 1230 Idaville-York Springs Rd. Gardners, PA 17324. Additionally, applicants may apply through the State Workforce Agency and PACareerLink. Workers must meet all the following criteria:            1. Are available and indicate willingness to work the entire season.            2. Have transportation to job site at start of season for non-local workers and daily for local workers.            3. Have been fully apprised by the local employment office of the terms, conditions, and nature of employment.            4. Are legally entitled to work in the U.S.            5. Are able, willing and qualified to perform the work.            Workers must possess documentation required to enable employer to comply with the employment verification requirements IRCA. Accurate completion of Form I-9 will be required of each worker within (3) days of employment pursuant to U.S. Law. Employer will abide by the requirements and assurances of 20 CFR 653.501 in the processing and/or hiring of individuals referred through the clearance system. We will review applicants between 10 a.m. and 2 p.m. on weekdays.            Nos contacta a office@bonniebraefruitfarms.com or 717-528-4615. 1230 Idaville-York Springs Rd. Gardners, PA 17324. Mush los trabajadores cumplir con los siguientes criterios:            1. están disponibles e indicar su disposición a trabajar toda la temporada.            2. tener transporte al sitio de trabajo al inicio de temporada para los trabajadores no locales y todos los días para los trabajadores locales.            3. han sido completamente informado por la oficina de empleo local de los términos, condiciones y naturaleza del empleo.            4. legalmente tienen derecho a trabajar en los Estados Unidos            5. Son capaces, dispuestos y calificados para realizar el trabajo.            Los trabajadores deben poseer la documentación requerida para permitir que empleadores a cumplir con los requisitos de verificación de empleo IRCA. Terminación precisa de I-9 forma ser requerida de cada trabajador dentro de los (3) días de trabajo con arreglo a la legislación de Estados Unidos. Empleador ser cumplir con los requisitos y garantías de 20 CFR 653.501 en el proceso de contratación de individuos mencionados a través del sistema de separación. Revisaremos a los solicitantes entre las 10 a.m. y las 2 p.m. de lunes a viernes.</p>			

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**H. Additional Material Terms and Conditions of the Job Offer**

c. Job Offer Information 3

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation
3. Details of Material Term or Condition (up to 3,500 characters) * The employer will provide transportation at no cost to the worker from the employer provided housing to the worksite and return to such housing on a daily basis. Such transportation shall be in accordance with applicable local, State or Federal laws and regulations and meet all safety, licensure, and insurance requirements. The use of this transportation is voluntary; no worker will be required as a condition of employment to utilize the transportation. El empleador proporcionará transporte s			

d. Job Offer Information 4

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation
3. Details of Material Term or Condition (up to 3,500 characters) * he employer will pay for or reimburse H-2A workers with pay for the first workweek for costs incurred by the worker for visa, processing, border crossing, and other related fees, including those mandated by the government (excluding passport fees). For non-commuting workers, transportation costs and reasonable subsistence from the place from which the worker departed to work for the employer to the place of employment will be reimbursed with pay for the first workweek, to the extent such worker			



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**H. Additional Material Terms and Conditions of the Job Offer**

e. Job Offer Information 5

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>worker-borne expenditures reduce the workers' earnings below the FLSA minimum wage in the first workweek. Pursuant to 20 CFR 655.122 (h)(1), the employer will reimburse the worker in full for aforementioned transportation costs and reasonable subsistence no later than at the halfway point in the work contract (50% period) if such payment was not already paid in full to the worker prior to the 50% period. The minimum travel subsistence of \$12.68 per day or the current minimum subsistence amount published in the Federal Register will be paid to workers who cannot provide receipts, and up to the maximum travel subsistence of \$55.00 per day or the current maximum subsistence amount published in the Federal Register will be paid to workers with acceptable receipts. The transportation reimbursement shall be calculated on the worker's actual cost but not more than the most economical and reasonable similar common carrier transportation charges for the distance involved.</p> <p>If the worker completes the period of employment, the employer will provide or pay for the worker's transportation and reasonable subsistence from the place of employment to the place from which the worker came to work for the employer, except when the worker has accepted subsequent employment with another employer who agrees to accept the return transportation costs, in which case this employer only pays for the transportation to the next job.</p> <p>Reimbursement of inbound and return transportation costs applies only to persons recruited from outside normal commuting distance (to and from their permanent place of residence each day: see page one), Return transportation will not be provided to workers who voluntarily abandon employment before the end of employment period or who are terminated for cause.</p> <p>El empleador pagará o reembolsará a los trabajadores H-2A con el pago de la primera semana laboral por los costos incurridos por el trabajador para la visa, procesamiento, cruce de la frontera y otros aranceles relacionados, incluidos los exigidos por el gobierno (sin incluir las tarifas de pasaporte). Para los trabajadores que no se desplazan, los costos de transporte y la subsistencia razonable desde el lugar desde el cual el trabajador partió para trabajar para el empleador al lugar de empleo se les reembolsará el pago de la primera semana laboral, en la medida en que dichos gastos reduzcan a los trabajadores ganancias inferiores al salario mínimo de FLSA en la primera semana laboral. De conformidad con 20 CFR 655.122 (h) (1), el empleador reembolsará al trabajador en su totalidad por los costos de transporte antes mencionados y una subsistencia razonable a más tardar en el punto medio del contrato de trabajo (período del 50%) si dicho pago no se pagó completamente al trabajador antes del período del 50%. La subsistencia mínima de viaje de \$12.68 por día o el monto mínimo de subsistencia actual publicado en el Registro Federal se pagará a los trabajadores que no pueden proporcionar los recibos, y el viaje máximo la subsistencia de \$55.00 por día o el monto máximo actual de subsistencia publicado en el Registro Federal se pagará a los trabajadores con recibos aceptables. El reembolso del transporte se calculará sobre el costo real del trabajador, pero no más que los cargos de transporte del transportista común similares más económicos y razonables para la distancia involucrada. Si el trabajador completa el período de empleo, el empleador proporcionará o pagará el transporte del</p>			

f. Job Offer Information 6

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - Daily Transportation
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>El empleador proporcionará transporte sin costo para el trabajador desde la vivienda provista por el empleador hasta el lugar de trabajo y regresará a dicha vivienda diariamente. Tal transporte debe estar de acuerdo con las leyes y regulaciones locales, estatales o federales aplicables y cumplir con todos los requisitos de seguridad, licencia y seguro. Los el uso de este medio de transporte es voluntario; no se requerirá ningún trabajador como condición de empleo para utilizar el transporte y la subsistencia, si corresponde. El empleador no proporciona transporte diario a los trabajadores locales que no sean de la granja al lugar de trabajo. Este transporte también se proporcionará para una tienda de comestibles y banca semanal viaje.</p>			



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**H. Additional Material Terms and Conditions of the Job Offer**

g. Job Offer Information 7

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Meal provisions
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>house and provide cooking facilities for the 34 H-2A workers we request. Workers will have access to stores to buy groceries weekly. The employer provides transportation to a nearby town no less than once per week for workers for whom housing is provided to spend an hour or two buying their necessary groceries for the week, and conduct banking.</p> <p>Proporcionaremos instalaciones de cocina y cocina gratuitas y convenientes para que los trabajadores preparen sus comidas. El campamento de grupo tiene suficientes estufas, refrigeradores, y se hunde para 34 personas para usar según las regulaciones del estado de Pennsylvania. Ha estado en uso como un campo de trabajo agrícola estacional por años y ha sido adecuado para su uso. Tenemos 16-19 quemadores para 34 personas, lo que supera el estándar de 2 por cada 10 personas. También ofrecemos 5 refrigeradores. Hay una comida área de preparación, área de almacenamiento de alimentos y utensilios, un fregadero con agua corriente caliente y fría, asientos adecuados y un extintor de incendios 10-B inspeccionado y cargado en cada una de las 2 cocinas comunitarias. También hay un apartamento disponible con cocina, sala de estar, baño y dos dormitorios con capacidad para 4 personas. Cuenta con una estufa de 4 quemadores, un refrigerador, un lavamanos y una ducha con agua corriente fría y caliente, además de un inodoro. La combinación del campamento comunal para 20 personas, el campamento comunal para 24 personas y el apartamento para 4 personas se utilizará para albergar y proporcionar instalaciones de cocina para los trabajadores de 34 H-2A que solicitamos. Los trabajadores tendrán acceso a las tiendas para comprar comestibles semanalmente. El empleador proporciona transporte a una ciudad cercana no menos de una vez por semana para los trabajadores para los cuales se proporciona alojamiento para pasar una o dos horas comprando los comestibles necesarios para la semana y realizar operaciones bancarias.</p>			

h. Job Offer Information 8

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties Continued
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>resbalones o caídas. Toda la fruta debe manipularse con cuidado para evitar hematomas. Cada árbol se seleccionará de acuerdo con las instrucciones dadas cada día por el supervisor del huerto. El deber principal será cosechar fruta; sin embargo, se pueden ofrecer otros deberes si se reduce el horario, incluyendo raleo manual, recolección de raíces, rocas y otros desechos, corte de brotes y retoños, tirando o cortando plantas espinosas, malas hierbas y vides de alrededor de los árboles (algunas malezas pueden ser nocivas), limpieza y despejar hileras de cercas y edificios de granjas. Puede operar y ayudar a mantener el equipo operado a mano, como podadoras, recortadoras, sierras, cizallas y tijeras. El empleador espera que los trabajadores trabajen con o sin supervisión en tales tareas.</p> <p>Debe ser capaz de maniobrar con seguridad escaleras de hasta 18 pies de largo en terrenos empinados e irregulares. Debe tener experiencia en distinguir entre las variedades de manzanas y ser capaz de detectar los árboles seleccionados para obtener un color aceptable. La supervisión de campo supervisa a los trabajadores para asegurarse de que la fruta no se magulle en la recolección. Debe ser capaz de clasificar la fruta con defectos. El trabajo debe hacerse por largos periodos de tiempo. Los trabajadores deberían poder trabajar de pie en posiciones dobladas durante largos periodos de tiempo. El trabajo requiere movimientos repetitivos y una caminata extensa. Las alergias a la ambrosía, vara de oro, insecticida, productos químicos relacionados, etc. pueden afectar la capacidad de los trabajadores para realizar el trabajo. Los trabajadores están expuestos al clima húmedo temprano en la mañana durante el calor del día, trabajando en los campos. Las temperaturas pueden variar de 20 a 105 F. Se puede requerir que los trabajadores trabajen durante duchas ocasionales que no sean lo suficientemente severas como para detener las operaciones de campo. Los trabajadores deben estar físicamente capacitados para realizar el trabajo requerido con o sin adaptaciones razonables. Trabajo del sábado requerido. Debe poder levantar / transportar 50 libras. Workers must maintain a 5% or better bruising rate for Processing Fruit and a 2% or better for Fresh Fruit. Minimum standard for clean picked fruit 18 bags of fruit per hour. Harvested fruit will be kept free of limbs, leaves, decayed fruit and any other foreign matter. Hourly harvest work must be completed at a continuous rate and stay with the flow of the group. Workers failing to produce a sufficient number of piece rate units to earn the Adverse Effect Wage Rate (AEWR) for all hours worked during a pay period will be paid on an hourly basis at the AEWR for that pay period. Workers paid on an hourly basis who fail to perform their duties in a timely and proficient manner will be provided up to three warnings, and will be coached/instructed on working faster and more efficiently. Worker may be terminated upon issuance of third warning. Los trabajadores deben mantener una tasa de hematomas del 5% o superior para el procesamiento de fruta y un 2% o más para la fruta fresca. La norma mínima para la recolección de fruta limpia es de 18 bolsas por hora. La fruta cosechada se mantendrá libre de ramas, hojas, fruta podrida y cualquier otra materia extraña. El trabajo de cosecha por hora debe completarse a una tasa continua y permanecer con el flujo del grupo.</p>			