

Agricultural and Food Processing Clearance Order
Pedido de Empleados para Agricultura y Procesamiento de Alimentos

U.S. Department of Labor

Employment and Training Administration



O.M.B. App. Form No. 1205-0134, Expires 08/31/2009

Form with sections: 1. Employer's Name and Address, 2. Location and Direction to Work Site, 3. Location and Description of Housing, 4. Board Arrangements, 5. Referral Instructions, 10. Job Specifications. Includes fields for Industry Code (0181), Job Order # (671579), and various dates and times.

11. Wage Rates, Special Pay Information and Deductions / Tarifa de Pago, Información Sobre Pagos Especiales y Deducciones (Rebajas)

| Crop Activities / Cultivos | Hourly Wage Salario por Hora | Piece Rate / Unit(s) Pago por Pieza / Unidad(as) | Special Pay (bonuses, etc.) Pagos Especiales (Fondo, etc.) | Deductions / Deducciones | | YES / SI | NO | Pay Period Periodo de Pago | |
|----------------------------|---------------------------------|---|---|--------------------------|-----------------------------------|----------|----|---------------------------------|-----------------|
| | | | | Social | Federal Tax (Impuestos Federales) | | | State Tax (Impuestos Estatales) | Meals (comidas) |
| Nursery Stock | \$ 8.72 | \$ | | X | | | | Weekly / Semanal | X |
| | | | | X | | | | Bi-weekly / cada 2 sem. | |
| | | | | | X | | | | |
| | | | | | | | X | | |
| | | | | | | | X | | Other / Otro |

More Details About the Pay / Más Detalles Sobre el Pago
 All work provided in this job order will be compensated by the hour at the current AEWR (adverse effect wage rate) of \$ 8.72 / hour, or the legal federal or state minimum wage rate, whichever is higher. In the event DOL promulgates a new AEWR during the recruitment of contract period which is lower than the AEWR in effect at the time of application, this lower AEWR becomes the guarantee at the discretion of the employer unless there is a prevailing hourly rate higher than the new SEWR. See attachment item 11 for expanded explanation.
 (see attachment / para más detalles vea # 1)

12. Transportation Arrangements / Arreglos de Transportación (Please explain)
 For workers who complete the 50% of the work period, the employer will reimburse the worker for costs incurred by the worker for transportation and reasonable subsistence from the place from which the worker came to work for the employer to the place of employment. See attachment item 12 for expanded explanation.
 (see attachment / para más detalles vea # 1)

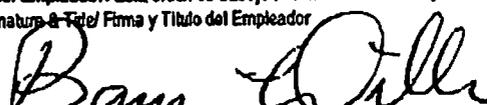
13. Is it the prevailing practice to use Farm Labor Contractors (FLC) to recruit, supervise, transport, house, or pay workers for this (these) crop activity(ies)? Es la costumbre en el área de usar Contratistas Agrícolas para reclutar, supervisar, transportar, dar vivienda, o pagar a los trabajadores en este(s) tipo(s) de cosecha(s)/sembrado(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 paga al Contratista Agrícola para cada actividad?

14. Unemployment insurance provided / Seguro por Desempleo: Yes No
 15. Workers' compensation insurance provided / Indemnización por accidente de trabajo: Yes No
 16. Are tools provided at no charge to the workers? / ¿Se le proveen las herramientas de trabajo a los trabajadores sin cargo alguno? Yes No

17. List any arrangements which have been made with establishment owners or agents for the payment of a commission or other benefits for sales made to workers. (If there are no such arrangements, enter "None")/Indique todo acuerdo o convenio con los propietarios del establecimiento o sus representantes con respecto al pago de una comisión u otros beneficios por ventas hechas a los trabajadores. (Si no hay ningún acuerdo o convenio, indique "Ninguno")
 NONE

18. List any strike, work stoppage, slowdown, or interruption of operation by the employees at the place where the workers will be employed. (If there are no such incidents, enter "None")/Enumere todo huelga, paro o interrupción de las operaciones por parte de los empleados en el lugar de empleo. (Si no hay, indique "Ninguno")
 NONE

19. Address of Order Holding Office (include Telephone number)/Dirección de la Oficina donde se Radicó la Oferta (incluya número de teléfono)
 York County PA Team Careerlink
 841 Vogelsong Road
 York, PA 17404,
 20. Name of Local Office Representative (include direct dial telephone number) / Nombre del Representante de la Oficina Local (incluya número de teléfono)
 Ms. Barbara Maye
 Phone: (717) 767-7600

21. Employer's Certification: This job order describes the actual terms and conditions of the employment being offered by the employer and contains all the material terms and conditions of the job. Certification del Empleador: Esta orden de trabajo describe los términos y condiciones de trabajo y contiene todos los materiales, términos, y condiciones ofrecidos.
 Employer's Signature & Title / Firma y Título del Empleador

 Date: 12-29-09

READ CAREFULLY: In view of the statutory established basic function of the Employment Service as a no-fee labor exchange, that is, as a forum for bringing together employers and job seekers, neither the ETA nor the State agencies are guarantors of the accuracy or truthfulness of information contained on job orders submitted by employers. Nor does any job order accepted or recruited upon by the One-Stop Career Center constitute a contractual job offer to which the One-Stop Career Center, ETA or a State agency is in any way a party.
 LEASE CUIDADOSAMENTE: En vista de su función básica establecida estatutariamente el Servicio de Empleo es un intercambio gratis de trabajo para juntar a los empleadores y trabajadores que buscan empleo, ni ETA ni las agencias del estado pueden garantizar la verdad y certeza de la información contenida en la Orden de Trabajo sometida por el Empleador. Tampoco, ninguna orden de trabajo aceptada o reclutada por el Servicio de Empleos constituye una oferta contractual de la cual ETA ni la agencia del Estado son parte.

Public reporting burden for the ETA Form 790 is estimated to be approximately 60 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and reviewing the collection. Respondents obligation to reply to these requirements are mandatory by 20 CFR 653.500. Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Comments regarding this burden estimate or any other aspect of the collection, including suggestions for reducing the burden can be sent to the U.S. Department of Labor, Office of Workforce Investment, Room S-4321, Washington, D.C. 20210 (Paperwork Reduction Project 1205-0134).

Attachment 1 to ETA 790 for Diller Nursery, Inc., Page 1

Item 3. Location and description of housing

Housing is provided at no cost only to non-commuting workers. "Non-commuting workers" are those workers who are not reasonably able to travel to and from the residence he/she occupied at time of employment offer each work day. Housing will be provided to workers only. No person who is not an employee and has not been assigned housing will be permitted to occupy the housing.

Employer retains possession and control of the housing premises at all times and worker, if provided housing under the terms of this work agreement, shall vacate the housing promptly upon termination of employment with the employer who provides the housing.

Directions to housing: Take 15 South to Slate Hill Road Exit, turn right onto Slate Road. Go to 2nd red light and turn right onto Lisburn Road. Follow Lisburn Road approx. 3-4 miles to a 4-way intersection. Go straight through intersection. Cross a one lane bridge. Take 2nd road on left (Sawmill Road).

Housing will be clean and in compliance with applicable federal housing standards or local rental housing standards when made available for occupancy. Workers occupying the housing will be responsible for maintaining the housing and their living quarters in a neat, clean manner and in compliance with Work Rules which will be provided upon hiring and are attached hereto and incorporated by reference in this Application. Failure to comply with these rules will result in disciplinary action as described in the Work Rules. Reasonable repair costs of damage other than that caused by normal wear and tear will be charged to workers found to have been responsible for willful or negligent damage to housing or furnishings. Workers will be assigned to employer-provided housing by a designated company manager and must occupy the quarters assigned to them. Women workers will be provided with sleeping facilities shared with other female workers and segregated toilet facilities. Dining and other common areas will be shared or separate cooking facilities will be provided.

Item 4. Board arrangements

In addition to providing free cooking and kitchen facilities, employer will provide free transportation for workers to and from a store at least once a week for supplies (for workers for whom housing must be provided).

Item 5. Referrals

Referrals of individuals shall be made through the order holding office of the York County PA Team Careerlink in order to ascertain current employment, crop or housing information and to enable proper arrangements to be made. It will be the responsibility of the applicant holding office to inform job seekers of the terms and conditions of this clearance order. The "applicant holding office" after coordinating the referral with the order holding office will contact the employer's agent or the employer directly and advise the agent or employer of the referral or referrals. When possible, a translator will be made available. Interviews, either in person or by telephone, will be conducted by the employer's agent during the hours of 9:00 AM to 4:00 PM, Monday through Friday. Employer's agent will interview the person during the above mentioned hours if necessary. Employer's agent to be contacted first at the following address and phone number. If unavailable, contact employer directly during the same hours.

Attachment 1 to ETA 790 for Diller Nursery, Inc., Page 2

| Employer Agent | Employer |
|------------------------|-------------------------|
| MAS Labor H-2A, I.L.C. | Diller Nursery, Inc. |
| P.O. Box 507 | 606 Sawmill Rd. |
| Lovingsston, VA 22949 | Mechanicsburg, PA 17055 |
| 434-263-4300 (phone) | (717) 697-2573 (phone) |
| 434-263-4700 (fax) | (717) 697-5373 (fax) |

Order holding office: York County PA Team Careerlink
841 Vogelsong Road
York, PA 17404,
(717) 767-7600

Item 7 Number/Type of Workers

Workers must possess documentation required to enable employer to comply with the employment verification requirements of IRCA. Accurate completion of Form I-9 will be required of each worker within (3) days of employment pursuant to U.S. law. All workers hired under this job order must demonstrate eligibility to work legally in the U.S. Refer to the back of Form I-9 for documents acceptable for purposes of establishing employment eligibility. After hiring, employer may verify legitimacy of social security numbers through Employment Verification System (EVS) for workers who have not been employed by him in previous years.

Workers should bring with them documents verifying their legal right to work in the U.S. at the time of employment. Valid eligibility documents will be necessary to complete payroll tax withholding and I-9 forms.

Employer's agent agrees to interview all US workers referred by the State Employment Services, local or by supply states who have been screened by such employment services for:

1. Availability for entire season
2. Have transportation to job site
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.

Actual hiring commitment is left to the discretion of the employer when applicant presents himself for employment.

Item 8. Work Week

The work day is from 7:00 AM until 3:00 PM Monday through Friday and 7:00 AM until 12 noon on Saturday, with an unpaid lunch break (7 hours/day and 5 hours/day on Saturday). The worker may be requested, but not required, to work as much as 12 hours per day and/or on the Sabbath, depending on weather and other conditions. Extreme heat, cold or drought may affect working hours. Employer will offer 40 hours/week, weather and crop conditions permitting. Worker will report to work at designated time and place as directed by employer each day.

Item 10. Job Specifications, continued

Work is to be done in the field for long periods of time. Workers are expected to perform duties including boxing, weighing and loading of product. Workers will assist in loading trucks with

Attachment 1 to ETA 790 for Diller Nursery, Inc., Page 3

product weighing up to and including 60 pounds and lifting to a height of 5 feet for long periods of time.

In addition, workers may be required to perform variable tasks such as the following: irrigation, ditching, shoveling, hoeing, hauling, ground preparation, weeding and other tasks related to nursery operation.

Workers should be able to work on their feet in bent positions for long periods of time. Allergies to ragweed, goldenrod, insect spray, related chemicals, etc. may affect workers' ability to perform the job. Workers should be physically able to do the work required with or without reasonable accommodations.

Workers are exposed to wet weather early in the morning through the heat of the day, working in fields. Temperatures may range from 10 to 100 F. Workers may be required to work during occasional showers not severe enough to stop field operations. Saturday work required. Workers must be able to lift/carry 60 lbs.

Employer assures that workers will be provided transportation from living quarters to work site every day (for workers who must be provided housing.)

Workers may not report for work while under the influence of alcohol or drugs. Except for moderate alcohol consumption in company housing during non-working hours, the possession or use of illegal drugs or alcohol on Company property is prohibited and will be cause for termination.

The employer may discipline the worker, including brief suspension of work activities ("time out") for a period determined by the supervisor, suspension from employment for a set period of days or termination of employment as described in the "Work Rules and Disciplinary Procedures" attached hereto.

Persons seeking employment as experienced Nursery Workers must be available for the entire period requested by the employer. Applicants must be able to furnish affirmative job references from recent employers operating comparable operations establishing acceptable previous experience. Successful applicants will be subject to a trial period of up to 5 days during which their performance of required tasks will be evaluated. If the performance is not acceptable to the employer in its sole discretion the worker will be terminated.

All domestic and/or nonresident seasonal workers employed pursuant to this job order who satisfactorily completed the previous season may be compensated above the stated hourly wage rate. The decision to pay above the stated prevailing hourly rate will be made by the employer, at his sole discretion, and will be based on factors including the recipient's performance and tenure.

Employer retains the right to discharge an obviously unqualified worker, malingerer or recalcitrant worker who is physically able but does not demonstrate the willingness to perform the work necessary for the employer to grow a premium quality product. (See also Attachment 2, General Conditions).

All terms and conditions included in the job order will apply equally to all workers, domestic and foreign, employed under this job order.

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Item 10 a. Descripción del Trabajo, Continuación

El trabajo se deberá de realizar en la granja por largos periodos de tiempo. Se espera que los trabajadores desarrollen los trabajos incluyendo el embalaje, pesar y cargar el producto. Los trabajadores ayudarán en cargar los camiones con el producto pesan: o hasta 60 libras y cargar hasta una altura de 5 pies por largos periodos de tiempo.

Además, se puede requerir que los trabajadores desarrollen varios trabajos como los siguientes: irrigación, ayudar en la acequia, palear, azadonear, transportar, preparar la tierra, quitar maleza y otros trabajos relacionados a la operación de un vivero.

Los trabajadores serán capaces de trabajar en sus pies inclinados por largos periodos de tiempo. Las alergias a solidago, ambrosia, espray de insecto, químicos relacionados, etc. puede afectar la habilidad de los trabajadores para desarrollar el trabajo. Los trabajadores deben estar físicamente capaces de desarrollar el trabajo requerido con o sin comodidades razonables.

Los trabajadores estarán expuestos a temperaturas húmedas tempranas por la mañana y con calor a través del día. Las temperaturas oscilan de 10 a 100 grados F. Se requiere que los trabajadores trabajen en lluvias ocasionales que no sean severas para detener el trabajo.

Se requiere trabajar los sábados. Debe poder levantar y cargar 60 libras.

El empleador asegura que al trabajador se le proveerá transportación de su vivienda al lugar de trabajo cada día (para los trabajadores que se les provea hospedaje.)

Los trabajadores no deberán reportarse a trabajar bajo la influencia de alcohol o drogas. Excepto por el uso moderado de alcohol en la residencia de la compañía durante las horas fuera de trabajo, la posesión o uso ilegal de drogas o alcohol en la propiedad de la compañía está prohibida y será causa de despido.

El empleador disciplinará al empleado, incluyendo una suspensión de actividades de trabajo (tiempo fuera) por un periodo determinado por el supervisor, suspensión del empleo por un periodo establecido de días o la terminación del empleo como se encuentra descrito en las "Reglas de Trabajo y Procedimiento Disciplinario" anexo.

Las personas que deseen el empleo como Trabajador de Vivero con experiencia deberá estar disponibles por el periodo requerido por el empleador. Los solicitantes deberán tener buenas referencias de empleadores recientes en trabajos comparables estableciendo experiencia previa. Los solicitantes contratados estarán sujetos a una prueba de 5 días durante el cual su desarrollo o trabajo requerido será evaluado. Si el desarrollo no es aceptable el empleado a su propia discreción despedirá al trabajador.

Todos los trabajadores nacionales y/o temporales no residentes empleados en virtud de la presente orden de trabajo y quienes hayan completado satisfactoriamente la temporada anterior, pueden ser compensados por encima de la tasa salarial por hora indicada. La decisión del pago antes mencionado será hecha por el empleador, a su propia discreción, y se basará en los factores que incluyen el desempeño y permanencia del empleado.

El empleador se retiene el derecho de despedir a un empleado obviamente descalificado, enfermo o recalcitrante quien físicamente sea capaz pero demuestre su falta de deseo de desarrollar el trabajo necesario para que el empleador aumente una producción de calidad Premium. (Ver Anexo 2, Condiciones Generales).

Attachment 1 to ETA 790 for Diller Nursery, Inc., Page 5

Todos los términos y condiciones incluidos en la orden de trabajo se aplicarán por igual a todos los trabajadores, domésticos y extranjeros, empleados bajo la misma orden de trabajo.

Item 11. Wage Rates/Pay Information

Workers are paid weekly. All general production work provided in this job order will be paid by the hour at the current AEWWR of \$8.72/hour, or at the prevailing wage rate as determined by the PA Bureau of Workforce Development Partnership, or the legal federal or state minimum wage rate, whichever is highest. In the event the DOL promulgates a new AEWWR during the recruitment or contract period which is lower than the AEWWR in effect at time of application, this lower AEWWR becomes the guarantee at the discretion of the employer unless there is a prevailing hourly rate higher than the new AEWWR.

The employer guarantees to offer the workers employment for at least 1/3 of the work hours of the total period during which the work order and all extensions thereof are in effect, beginning with the first work day after the arrival of the workers at the place of employment and ending on the termination date specified in the work order or its extension, if any. If the employer offers the worker during such period less employment than required under this provision, the worker will be paid the amount he/she would have earned had he/she, in fact, worked for the guaranteed number of hours. Employee will perform other duties related to this/these crop activities and other tasks required in operating a farm.

If, before the expiration date specified in the work order, the service of the workers is no longer required for reasons beyond the control of the employer due to fire, or other Acts of God, such as frost, flood, drought, hail, etc. which makes the fulfillment of the contract impossible, and the RA so certifies, the employer may terminate the work order and return the worker to the place from which the worker, without intervening employment, came to work for the employer at the expense of the employer.

Employer will provide without charge all tools, supplies and equipment necessary to perform duties assigned.

Unless the employer has amended the date of need no less than ten (10) working days prior to the date of need through notice to the order holding office, the employer will guarantee one week's wages to all workers subject to this order beginning with the anticipated start date. Employers may require workers to perform alternative work. "Alternative work" includes all work described in this job order or otherwise approved by the SWA.

Any U.S. worker who fails to notify the nearest SWA no sooner than nine (9) working days and no later than five (5) working days prior to the anticipated date of need of his/her intentions to fill the job for which he/she was referred and recruited will be disqualified from the first week's wage guarantee described above.

If the worker voluntarily abandons employment before the end of the job order period or is terminated for job related reasons or misconduct, the employer will not be responsible for providing or paying return transportation and subsistence expenses of the worker.

Employer agrees to maintain adequate and accurate payroll records. The employer will furnish to each worker on payday an itemized accounting of earnings and of all legal and authorized deductions. Social Security and FICA deductions will be made for individual U.S. workers as required by law.

Attachment 1 to ETA 790 for Diller Nursery, Inc., Page 6

Employer will provide workers' compensation at no cost to workers covering injury and disease arising out of and in the course of worker's employment. Proof of worker's compensation insurance will be provided to Regional Administrator prior to certification date.

Item 12. Transportation

For workers who complete 50 percent of the work period, the employer will reimburse the worker for costs incurred by the worker for transportation and reasonable subsistence from the U.S. Consulate/Port of Entry from which the worker came to work for the employer to the place of employment. Subsistence will be in accordance with current rates published in the *Federal Register* (for workers with and without receipts.) The amount of the reimbursement for transportation shall be the worker's actual cost, but no more than the most economical and reasonable similar common carrier transportation charges for the distance involved.

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.

For the purposes of the above requirements the "period of employment" shall be the period from the first workday the worker is at the employer's farm and is ready, willing, able and eligible to work until the anticipated ending day of employment in Item 6.

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.

The employer will provide transportation at no cost to the worker from the employer provided housing to the worksite and return on a daily basis. Such transportation shall be in accordance with applicable laws and regulations. The use of this transportation is voluntary; no worker will be required as a condition of employment to utilize the transportation and subsistence if applicable.

If the services of the worker are no longer required for reasons beyond the control of the employer due to fire or other acts of God such as frosts, flood, drought, hail or the like which makes fulfillment of the work period impossible and Regional Administrator so certifies, the employer will provide reimbursement for transportation and daily subsistence from the place of recruitment for covered employees.

Attachment 2 to ETA 790 Diller Nursery, Inc.
Page 1

General Conditions

To be hired for employment under this job order, the worker must be able, willing and qualified and be available at time and place needed to perform the work described in this job order.

The worker understands that if he quits or is terminated for cause prior to the end of the period of employment he will not receive certain transportation reimbursement discussed under Item 12 and may not be eligible for rehire in future years.

Employer may terminate the worker for lawful job-related reasons and so notify the Job Service local office if the worker (a) abandons the employment; three consecutive workdays of unexcused absence shall be an abandonment of employment; employee must notify the employer and secure permission for necessary absences; (b) malingers or otherwise refuses without justified cause to perform as directed the work for which the worker was recruited and hired; (c) commits serious act(s) of misconduct or serious or repeated violation(s) of the employer's work rules; the employer may make and post work rules which shall apply to this employment; the worker shall abide by such rules (a copy of general rules is attached); (d) fails after completing the allowable training period to perform in a workmanlike manner to enable the employer to produce and sell a premium quality product; (e) provides other lawful job-related reasons for termination of employment.

This work agreement shall also be terminated by reason of fire, hurricane, frost, flood, drought, hail, other acts of God or other calamity or reason beyond the employer's control to make fulfillment of this work agreement impossible. "Reason beyond employer's control" includes termination of worker, if he is not a US worker because a US worker makes himself available for the job under DOL 30-Day rule.

A copy of the Agricultural Work Agreement and Work Rules will be provided to the worker no later than the date work commences.

Received:

Jan 5 2010 12:59pm

JAN-05-2010 12:17 From:USDOL OFLC

3123533352

To:7177055394

P.24/29

Diller Nursery, Inc.

We expect the total number of workers the employer will use in the occupation of this/these crop activities to be 12, of which 10 are expected to be H-2A workers for which certification is requested and the balance will be US workers. These numbers are estimates only as total workforce needs are dependent upon weather, crop conditions and worker availability.



Elizabeth D. Whitley
MAS Labor H2A LLC

Diller Nursery, Inc. Work Rules

Although not intended to be a complete list, these work rules are intended to provide guidance to workers of standards of conduct expected of them.

Notice is provided that violation of lawful job-related employer requirements, including these work rules, will be considered grounds for immediate termination of a worker's employment. Penalties such as suspension from work opportunity for the remainder of a day to three days may be made in the case of less serious violations.

Workers are expected to comply with all rules relating to discipline, attendance, work quality and effort, and the care and maintenance of all property provided to them by the employer.

1. Workers who perform sloppy work may be suspended without pay for the remainder of a workday or for up to three days in the sole judgment of their supervisor, depending on the degree of infraction, the worker's prior record and other relevant factors. Discharge of the worker may result from any subsequent offense.
2. No use or possession of beer, liquor or illegal drugs is permitted during work time or during any workday before work is completed for the day (such as during meals); workers may not report for work under the influence of beer, liquor or illegal drugs. Employees may be terminated for excessive use of alcohol, drunk and/or disorderly conduct in housing after hours. Illegal drugs may not be used, sold, manufactured or kept on any employer premises, including housing. Employer will test for drugs upon suspicion of use.
3. Excessive absences will not be permitted. This is regular, everyday work for which employees are expected to be present, able and willing to perform every scheduled workday. This is not sporadic or "day work." Excessive or repeated tardiness is not acceptable. Any absence from work must be reported by 7AM. Three days' absence will constitute abandonment of employment and workers will be terminated.
4. Workers shall maintain any living quarters provided to them clean and in good repair, given reasonable wear and tear. Workers shall cooperate in maintaining common kitchen and living areas. No pets of any kind are permitted.
5. All posters required by federal and state law will be posted at each camp. They are not to be removed, defaced, or altered in any way. Workers who wish copies may ask their supervisor.
6. All housing must be locked each morning before leaving for work. Lights and unnecessary heat should be turned off; doors and windows closed in event of rain and when heat is turned on.
7. Workers living in employer's housing assigned to bunk beds may not separate bunk beds, as floor space in sleeping rooms is needed by all occupants.
8. Workers living in employer's housing may not cook in sleeping rooms or any other non-kitchen areas. Employer furnishes cooking facilities and equipment.
9. Workers may not drop paper, cans, bottles and other trash in fields, work areas, or on housing premises. Trash and waste receptacles must be used.
10. Workers may not take unauthorized breaks from work.

11. Workers may not leave the field or other assigned work area without permission of employer or person in charge.
12. Workers may not enter employer's premises without authorization.
13. Workers may not begin work prior to scheduled starting time or continue working after stopping time.
14. Workers living in employer's housing may not entertain guests in housing premises after 10:30 p.m. except on Saturday night on which night guest hours end at 12:00 midnight. No persons, other than workers assigned by employer to a room, may sleep in any room.
15. Workers may not deliberately restrict production, damage plants or bruise fruit.
16. Any worker who physically threatens another worker, the employer or any supervisor with any tool or weapon will be subject to immediate discharge.
17. Any worker who is found carrying, using or possessing any dangerous or deadly weapon will be subject to immediate discharge.
18. Workers will be discharged for fighting on the employer's premises, including housing premises, at any time.
19. Workers will be discharged if they steal from fellow workers or the employer.
20. Workers will not falsify identification, personnel, medical, production or other work-related records.
21. Workers may not willfully abuse or destroy any machinery, truck or other vehicle, equipment, tools, or other property belonging to the employer or to other employees.
22. Workers may not use or operate trucks or other vehicles, machines, tools or other equipment and property to which the worker has not been specifically assigned by his supervisor. Workers may not use or operate trucks or other vehicles, tools or other equipment or property for their personal use unless expressly authorized by the employer.
23. Workers must not misuse or remove from the farm premises without authorization any employer-owned property.
24. Workers must obey all safety rules and common safety practices and must report any injuries or accidents promptly to their supervisor or the employer's office.
25. Workers must follow supervisor's instructions. Insubordination is cause for dismissal.
26. Except as otherwise noted above, employees who violate work rules will be disciplined according to the following schedule:

First offense: oral warning and correction

Second offense: written warning and unpaid leave for balance of pay

Third offense: immediate discharge with written fact statement. Employee will be asked to sign written fact statement.