

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. Approval No. 1205-0134. Expires 08/31/2009

Form with multiple sections: 1. Employer's Name and Address (Strathmeyer Forestry, Inc.), 2. Location and Direction to Work Site, 3. Location and Description of Housing, 4. Board Arrangements, 5. Referral Instructions, 6. Job Specifications, 7. Wage Rates, 8. Transportation Arrangements, 9. Is it the prevailing practice to use Farm Labor Contractors (FLC), 10. Unemployment Insurance provided, 11. Workers' compensation insurance, 12. Are tools provided, 13. List any strike, work stoppage, slowdown, or interruption of operation, 14. Address of Order Holding Office, 15. Name of Local Office Representative, 16. Employer's Certification, 17. Employer's Signature & Title (Fred R. Strathmeyer, Vice President).

C-100141-72112

**Strathmeyer Forests, Inc.**  
**ATTACHMENTS TO ETA-790 -- AGRICULTURAL CLEARANCE ORDER**  
**Experienced Nursery Worker**

Employer agrees to abide by the assurances at 20 CFR §653.501 and at 20 CFR §655.103 and assures that the employer will provide a copy of the work contract to each worker in this occupation no later than on the day work commences.

**Item 2. Location and Directions to Work Site.**

Strathmeyer Forests, Inc. raises trees and shrubs on approximately 2,000 acres in five counties in south-central Pennsylvania. The company headquarters are located at:

255 Zeigler Road, Dover, PA 17315 York County

Zeigler Road is  $\frac{1}{4}$  of a mile northwest of Dover, Pennsylvania on the west side of PA 74.

*1-77-2010*  
 Other worksites are: 419 Plantation Road, Arendtsville, PA 17303 (Adams Cty);-- 181 Oxford Road, Gardners, PA 17324 (Cumberland, Cty.);-- 4550 North Union St., Middletown, PA 17036 (Dauphin Cty);-- 46 Spruce Drive, Pine Grove, PA 17963 (Schuylkill Cty).

**Item 3. Location and Description of Housing.**

The employer will provide housing and bedding at no cost to workers who are not reasonably able to return to their usual place of residence each day. Housing includes a cement block structure accommodating 24 workers! That structure includes bathrooms with sinks, commodes, showers and facilities for clothes washing. Also includes food preparation and dining/social areas. An outdoor recreational area is also available.

There is a barracks with similar facilities approximately  $\frac{1}{2}$  mile from the headquarters location. It is also approved for 24 workers.

There are phones for workers in each of the housing units.

Workers will be assigned to housing by a designated company manager and must occupy the quarters assigned to them. Workers recruited under this Job Order from within normal commuting distance will not be provided with housing. No person who is not an employee of Strathmeyer Forests, Inc. and has not been assigned housing will be permitted to occupy the housing.

Women workers will be provided with sleeping facilities shared with other female workers and toilet facilities in accordance with regulations. Dining and other common areas may be shared or separate cooking facilities will be provided.

No tenancy is created in employer provided housing beyond that of Commonwealth of Pennsylvania law. Workers provided housing under the terms of this clearance order shall vacate

the housing promptly upon termination of employment with Strathmeyer Forests, Inc. in accordance with said law.

Housing will be clean and in compliance with applicable OSHA 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 areas in a neat, clean manner and for compliance with Strathmeyer Forests' "Labor Camp Rules and Regulations" which will be provided upon assignment to the housing. Failure to comply with these rules will result in disciplinary action as described in the attached "Field Worker Work Rules and Disciplinary Procedures". Reasonable repair costs of damage other than that caused by normal wear and tear will be deducted from the earnings of workers found to have been responsible for willful or negligent damage to housing or furnishings.

Mail intended for workers occupying Strathmeyer Forests' farmworker housing should be addressed to the worker in care of Strathmeyer Forests, Inc. at the address listed below:

Strathmeyer Forests Seasonal Housing  
255 Zeigler Road, PO Box 70  
Dover, PA 17315

In case of emergency only, workers occupying this housing can be contacted by calling Strathmeyer Forests at (717) 292-5683 during normal business hours.

The original barracks housing is located approximately 1/4 mile from the company's office on Zeigler Road, and the newer housing is 1/2 mile from the office. The newer barracks has the following address:

Strathmeyer Forests Seasonal Housing  
560 Zeigler Road  
Dover, PA 17315

#### **Item 4. Board Arrangements.**

The employer will furnish cooking facilities, utilities and utensils for workers to prepare their own meals. Employer will provide transportation to grocery store at least once a week for workers who wish to shop for food.

#### **Item 5. Referral Instructions.**

All applicants should be familiarized with the job specifications and terms and conditions of employment before a referral is made to the employer. Questions should be directed to the Careerlink office at the address and telephone number listed in Item 19. Only workers meeting all the qualifications for employment and who are able, willing and qualified to perform the

work, who are eligible for employment in the United States, and who will be available at the time and place needed, should contact or be referred to Strathmeyer Forests, 255 Zeigler Road, Dover, PA 17315, telephone (717)292-5683. Applications will be accepted from 8:00 a.m. to 4:30 p.m., Monday through Friday.

Documentation of identity and employment authorization sufficient to complete an I-9 Form as required by the Immigration Reform and Control Act must be in the possession of the worker at the time the worker reports for work and will be examined by the employer as a condition for completing the hiring process. Referring local offices and other organizations should fully apprise workers of this requirement and how to fulfill it, and help to assure that workers they refer on this order are legally entitled to work in the United States and possess the necessary documents to complete an I-9 Form.

#### **Item 7. Number and Type of Workers Requested**

The employer's total workforce need in this occupation for this period of employment is 51, of which the employer anticipates hiring 6 former domestic employees and 0 new domestic workers. Therefore, the employer is requesting 45 workers through the interstate (ARS) system.

#### **Item 8. Anticipated Hours of Work Per Week.**

The scheduled work week is 45 hours, consisting of 8 hours per day Monday through Friday and 5 hours on Saturday. During the heavy digging and planting period in April and May, work is often available seven days a week with 70 or more hours available. From June through September, extra hours are limited. During the Christmas tree harvest in October, November and December, work is again available seven days a week, with 70 or more hours of work available.

This is regular, full-time work requiring the worker to be available for work on a daily basis as needed. This is not "day work". Excessive tardiness and/or absences will not be tolerated and may result in disciplinary action.

The normal spring workday is 7:00 a.m. to 3:30 p.m. with an unpaid lunch break. During the summer, the time shifts to 6:00 a.m. to 2:30 p.m. In September the workday is adjusted back to 7:00 a.m. to 3:30 p.m. The work day may begin earlier or later on any given day. Workers will be instructed the previous evening if there is any change in the starting time. Workers may receive less work or be requested to work more hours on any given day depending upon conditions in the fields, and market demand. Workers may be requested but will not be required to work on the worker's Sabbath and/or on a Federal holiday.

The employer will provide United States workers referred through this Clearance Order with 45 hours of work for the week beginning with the anticipated date of employment shown in Item 6, unless the employer amends the date of need in accordance with 20 CFR §653.501(d) (2) (v). The employer may require the worker to perform alternative work if this guarantee is

invoked. Alternative work will include any available field work, general nursery labor and nursery maintenance activities, including mending, repair, maintenance or preparation of fences, housing and other nursery buildings, and equipment.

The employer guarantees to offer the worker employment for at least three-quarters of the workdays of the total contract period and all extensions thereof, beginning with the first workday the worker is at the employer's farm and is ready, willing, able and eligible to work, and ending on the expiration date shown in Item 6 or any extension thereof. For the purposes of this guarantee a workday shall mean 8 hours Monday through Friday and 5 hours on Saturday and shall exclude the worker's Sabbath and Federal holidays. The worker may, however, be offered more hours of work than listed above, and may be offered work on the worker's Sabbath and on Federal holidays.

If the employer fails to provide the worker with the amount of work required under this guarantee, the employer will pay the worker the amount the worker would have earned had the worker worked for the guaranteed number of workdays. In determining whether the period of guaranteed employment has been met, the employer will count all hours of work actually performed (including hours over 8 voluntarily worked Monday through Friday and over 5 on Saturday and hours voluntarily worked on the worker's Sabbath and on Federal holidays), and any hours which the worker fails to work, up to a maximum of 8 hours on Monday through Friday, and 5 hours on Saturday, when the worker has been offered an opportunity to work.

If the worker voluntarily abandons employment before the end of the contract period or is terminated for cause, the worker is not entitled to the guarantee set forth above.

If, before the ending date of the period of employment set forth in Item 6, the services of the worker are no longer required for reasons beyond the control of the employer due to fire, hurricane, adverse crop conditions or other Act of God which makes the fulfillment of the anticipated period of employment impossible, the employer may terminate the worker's employment. In the event of such termination, the employer will fulfill the above guarantee for the period that has elapsed from the first workday the worker is at the employer's farm and is ready, willing, able and eligible to work, until the date employment is terminated. In such cases the employer will make efforts to transfer the worker to other comparable employment acceptable to the worker. If such transfer is not effected, the employer will offer 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.

#### **Item 9. Collect Telephone calls.**

Collect telephone calls will be accepted by Strathmeyer Forests, Inc. at the telephone number listed in Item #5 from Job Service placement personnel of applicant holding offices only Monday through Friday from 8:00 a.m. to 4:30 p.m. Collect telephone calls will not be accepted from individual applicants. Applicants should be thoroughly screened as requested in Item #5

before referring officials place collect telephone calls. Persons wishing to apply by collect telephone must apply through the Job Service.

### **Item 10. Job Specifications.**

This job requires a minimum of one month (or 195 hours) of prior experience working in a tree and shrub nursery and/or Christmas tree farm with extensive involvement with ball and burlap (B&B) field harvesting. Workers must be able to perform all duties of entry level workers and perform additional mechanized activities with accuracy and efficiency. Workers hired or promoted into this occupation will be subject to a trial period of up to two weeks 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 may be offered an entry level position if one is available.

Workers will perform heavy manual and mechanized field work using hand tools and power equipment. By way of example and not limitation, power equipment may include Saje shearers, chain saws, and tree balers and tractors. Tasks related to the growing of nursery stock will include some combination of the following: preparing fields for planting by clearing cull stock, brush and debris; planting seedlings or "liners" by hand (including riding and inserting liners in a mechanical planter); digging, loading, unloading or transplanting bare-root nursery stock; straightening, tying, pruning and shearing trees and shrubs; cutting, pulling or removing and mowing weeds or grass; moving irrigation equipment; spraying herbicides and insecticides and applying fertilizer. Tasks related to harvest of nursery stock will include some combination of the following: taking inventory and grading plants, preparing trees and shrubs for digging by tying or wrapping as necessary; digging; wrapping burlap or other covering around root balls and securing with twine and/or staples; crimping wire baskets; lifting, carrying, and loading nursery stock; and unloading, moving or loading supplies, including wire baskets. Tasks related to harvesting of Christmas trees will include some combination of the following: grading plants and applying coded tag to tree limbs, using chain saw to make level cut appropriate for grade of tree; function as part of string baler team; load trees on dump truck; stack trees on truck or semi-trailer.

Workers will be expected to chainsaw 1,000 trees per day with level proper cut. Worker will be expected to function in baling team that bales 1,500 trees per day. When functioning as part of 6-8 person ball and burlap team, worker will be expected to maintain pace to dig and wrap 150-300 trees per day depending upon size of ball (20 inch to 40 inch).

Workers with appropriate licenses may drive general purpose vehicles to move personnel, equipment or product from one Strathneyer field location or facility to another. Workers may be required to do any other manual tasks involved in the production or harvesting of nursery stock and the maintenance of field and other production areas.

Work is generally performed as a member of a team of workers. All work must be performed carefully according to instructions to avoid damage to stock.

Qualifications: Must be able to work outdoors in dusty and dirty conditions, in extremes of heat and cold, and in inclement weather. Must be able to crouch, bend, and reach, and lift and carry items weighing up to 75 pounds. Must be able to listen to, understand and follow instructions of team leaders and supervisors.

Employer will comply with all worker protection standards and re-entry restrictions applicable to pesticides and other chemicals used in fields.

Strathmeyer Forests Inc. produces high quality conifers and shrubs and Christmas trees primarily for mass merchandisers, other wholesale nurseries, retail nurseries and garden centers. This is a very demanding and competitive business in which quality specifications must be rigorously adhered to. Sloppy work can not and will not be tolerated.

Instructions and general supervision will be provided by a designated lead worker or company supervisor. Technical horticultural activities will be closely supervised. However, field workers will be expected to perform their general duties in a timely and proficient manner without close supervision.

The employer may discipline the worker, including requiring the worker to leave the field ("time out") for a period determined by the foreman, suspension from employment, or termination of employment as described in the Strathmeyer "Field Worker Rules and Disciplinary Procedures" attached hereto.

Workers may not report for work while under the influence of alcohol or drugs. The possession or use of illegal drugs or alcohol (exception is made for moderate alcohol consumption in company housing during non-working hours in accordance with camp rules) on Company property is prohibited and will be cause for termination.

All tools and equipment necessary to perform required tasks will be provided by the employer at no cost to the worker. Rainsuits and boots will be provided so that workers are able to work in inclement weather, and must be returned to the employer at the end of the season. Workers will be charged for willful damage or loss to tools or equipment.

#### **El artículo 10a. Especificaciones de Trabajo**

Este trabajo requiere un mínimo de un mes (o 195 horas) de antes de la experiencia que trabaja en una guardería infantil dot arbusto de árbol yb granja do árbol de Navidad con la participación extensa con todo y la arpillera (pension) campo que cosecha. Los trabajadores deben ser capaces de realizar todos deberes de trabajadores básicos y realizar las actividades mecanizadas adicionales con la certeza y la eficiencia. Los trabajadores emplearon o pro movieron en esta ocupación será susceptible a un periodo del rastro de aruba a dos semanas durante que su desempeño de tareas requeridas se evaluará. Si el

desempeño no es aceptable al empleador en su única discreción, el trabajador puede ser ofrecido una entrada a una posición plana si uno está disponible.

Los trabajadores realizarán manual pesado y trabajo de campo mecanizado que utilizan las herramientas manuales y accionan el equipo. Por la manera del ejemplo y no limitación, el equipo del poder puede incluir a esquiladores de Saje, las sierras de cadena, y empacadoras de árbol y tractores. Las tareas relacionadas al crecer de acciones de guardería infantil hacen incluir alguna combinación de lo siguiente: que prepara campos para plantar vaciando selecciona acciones, el cepillo y los escombros; plantando semilleros o "transatlánticos" a mano (inclusive cabalgar y meter transatlánticos en un plantador mecánico); cavando, la carga, descargando o trasplantando descubierto-raíz acciones de guardería infantil; poniendo derecho, atar, podar y cortar árboles y arbustos; cortando, tirando o quitarido e hierbas que cortan o el césped; moviendo el equipo de la irrigación; rociando E insecticidas y aplicar abono. Las tareas relacionadas para cosechar de acciones de guardería infantil incluirá alguna combinación de lo siguiente: que tomándose inventario y graduación plantas, preparando árboles y arbustos para cavar atando o envuelve como sea necesario; cavando; envolviendo (a arpillera u otra cubierta alrededor de pelotas de raíz y asegurando con cordón y grapas; rizando costas de alambre; levantando, llevar, y la carga acciones de guardería infantil; y descargar, mover o carga suministran, inclusive cestas de alambre. Las tareas relacionadas a cosechar de árboles de Navidad incluirá alguna combinación de lo siguiente: que gradúa plantas y aplica etiqueta codificada a ramas, utilizando cadena viva para hacer el corte plano apropiado para el grado de árbol; la función como parte del equipo de empacadora de cuerda; árboles de carga en descarga camión; árboles de montaje en el camión o el medio-remolque.

Los trabajadores serán operados sierra de cadena 1.000 árboles por día con el corte apropiado plano. El trabajador será operado funcionar a embalar el equipo que embala 1.500 tes por día. Al funcionar como parte de 6-8 pelota de persona y equipo de arpillera, el trabajador será esperado mantener que el ritmo para cavar y envolver 150-300 árboles por día que depende del tamaño de pelota (20 pulgada a 40 pulgada).

Los trabajadores con licencias apropiadas pueden manejar vehículos de uso general para mover el personal, el equipo o el producto de una ubicación de campo de Strathmeyer o facilidad a otro. Los trabajadores pueden ser requeridos a hacer cualquier otra tarea manual implicada en la producción o cosechando de acciones de guardería infantil y la conservación de campo y otras áreas de producción.

Trabaje es realizado generalmente como un miembro de un equipo de trabajadores. Todo trabajo se debe realizar con cuidado según instrucciones

para evitar el daño para vender.

Los requisitos: debo ser capaz de trabajar fuera en condiciones polvorosas y sucias, en extremos del calor y el frío, y en el tiempo inclemente. Debe ser capaz de Agachar, doblar, y para alcanzar, y para levantar y llevar artículos que pesan hasta 75 libras. Debe ser capaz de escuchar, entender y seguir las instrucciones de líderes de equipo y supervisores.

El empleador se conformará con todos estándares de la protección de trabajador y restricciones de riesgo aplicables a pesticidas y otras sustancias químicas utilizadas en campos

Los Bosques de Strathmeyer los productos S.a. coníferos y arbustos de alta calidad y árboles de Navidad principalmente para comerciantes masivos, otras guarderías infantiles al por mayor, venden al por menor las guarderías infantiles y los centros de jardinería. Esto es un negocio muy exigente y competitivo en el que las especificaciones de la calidad se deben adherir rigurosamente. El trabajo desafiante puede no y no será tolerado.

Las instrucciones y la supervisión general serán proporcionados por un supervisor principal designado de trabajador o compañía. Las actividades hortícolas técnicas se supervisarán de cerca. Sin embargo, funcionario destacado en el terreno se esperará realizar sus deberes generales en una manera oportuna y capaz sin cerrar la supervisión.

El empleador puede disciplinar al trabajador, inclusive requerir al trabajador para salir del campo ("del intermedio") para un periodo determinado por el capataz, la suspensión del empleo, o de la cesantía como descrito en el Strathmeyer "las Reglas de funcionario destacado en el terreno y Procedimientos Disciplinarios" conectado a esto.

Los trabajadores no pueden informar para el trabajo mientras ebrio ni las drogas. La posesión o el uso de drogas o alcohol ilegales (la excepción se causa envoltura moderada de compañía de consumo de alcohol durante la casa de no trabajando de acuerdo con reglas de campo) en la propiedad de la Compañía es prohibido y será la causa para la terminación.

Todo equipo con herramienta y el equipo necesario para realizar las tareas requeridas serán proporcionadas por el empleador en ningún costo al trabajador. Los juicios de la lluvia y botas se proporcionarán para que trabajadores sean capaces de trabajar en el tiempo inclemente, y debe ser vuelto al empleador a fines de la temporada. Los trabajadores serán cargados para el daño o la pérdida voluntariosos a instrumentos y equipo.

**Item 11. Wage Rates - Special Pay Information and Deductions**

Experienced nursery workers will be paid a base hourly rate of \$8.72 per hour in York County, \$9.27 per hour in Cumberland and Dauphin Counties and \$10.17 per hour in Adams and Schuylkill Counties.

Longevity increases for returning workers.

In-season step raises may be given for superior performance.

The employer may pay an end of season bonus to workers who complete the season.

Workers will be paid weekly by check or by cash with an accompanying voucher. The payroll week is Sunday through Saturday. Workers will be paid not later than Saturday for work performed the preceding week. The employer will make the following deductions: FICA (if applicable); Federal income tax withholding (if applicable); State tax (if applicable); repayments of loans; long-distance telephone charges incurred by the worker (if any); recovery of any loss to the employer due to damage (beyond normal wear and tear) or loss of equipment, housing or furnishings caused by the worker (if any); and deductions expressly authorized by the worker in writing (if any). No deductions except those required by law will be made which bring the worker's earning for any pay period below an applicable statutory Federal or state minimum wage.

The employer will furnish to the worker on each payday a written statement of the worker's total earnings for the pay period, the worker's hourly rate of pay, the hours of work offered to the worker (broken out by hours offered in accordance with and over and above the three-quarters guarantee), the total hours actually worked by the worker, and an itemization of all deductions made from the worker's wages.

All employees are covered by workers compensation insurance in accordance with Pennsylvania law. This insurance provides payment of medical benefits and time loss payments when an employee is accidentally injured on the job.

Employees are provided Unemployment Insurance coverage in accordance with Pennsylvania law for agricultural employers.

**Item 12. Transportation Arrangements.**

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 place from which the worker came to work for the employer to the place of employment.

Subsistence will be \$12 per day without documentation and in accordance with the current Federal Register notice for workers with 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.

For the purposes of the above reimbursement, 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 shown in Item #6.

Reimbursement of inbound and return transportation costs applies only to persons recruited from outside normal commuting distance.

Return transportation will not be provided to workers who voluntarily abandon employment before the end of the 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 will 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 offered by the employer.

If a sufficient number of able, willing, qualified and eligible workers are available in a single locality at the same time to come to work for the employer, the employer will arrange bus transportation at the most economical rate attainable for such workers. However, workers will be responsible for paying the cost of such in-bound transportation and subsistence, if applicable.

In the event of the death of a worker during the time the worker is employed under this job order, the worker's remains will be returned to the worker's permanent home at no cost to the worker or the worker's family.

#### **Item 19. Workers' Questions**

Workers who have questions about this order may call the telephone number listed for the order holding office in Item 19 of the ETA 790.

## **WORK RULES AND DISCIPLINARY PROCEDURES**

Strathmeyer Forests, Inc. produces high quality trees and shrubs. This is a very demanding and competitive business in which quality specifications must be rigorously adhered to. Sloppy work and unsafe working conditions can not and will not be tolerated.

### **The following acts are expressly prohibited:**

1. Being absent from work without excuse, late in arriving at work, or late in beginning to work.
2. Clocking of another person's time badge, failure to report an accidental clocking, or asking another person to clock your badge.
3. Sleeping, wasting time or loitering during working hours.
4. Being absent from your work area or quitting work early without permission.
5. Insubordination or refusal to carry out a job assignment or instruction of your supervisor or management.
6. Unsatisfactory performance.
7. Soliciting of any kind during "working time" on Company property.
8. Falsifying information on an employment or insurance application, or omitting information from Company records, or failing to disclose information which should be known by the Company.
9. Making a false statement -- written or verbal -- including, but not limited to, statements regarding work-related and non-work-related injuries or illnesses.
10. Revealing confidential business information to any person including, but not limited to, employee lists or Company records.
11. Duplicating keys without permission.
12. Admitting a non-employee or visitor onto Nursery property during working hours without prior approval of your supervisor.
13. Accepting a personal gift in the course of conducting company business with vendors or customers.

**Attachment to Strathmeyer Application (ETA Form 9142) for Experienced Nursery Worker**

**F. a. 5 continued...**

**...inventory and grading plants, preparing trees and shrubs for digging by tying or wrapping as necessary; digging; wrapping burlap or other covering around root balls and securing with twine and/or**

**Staples; crimping wire baskets; lifting, carrying, and loading nursery stock; and unloading, moving or loading supplies, including wire baskets. Tasks related to harvesting of Christmas trees will include some combination of the following: grading plant and applying coded tag to tree limbs, using chain**

**saw to make level cut appropriate for grade of tree; function as part of string baler team; load trees on dump truck; stack trees on truck or semi-trailer.**

**Workers will be expected to chainsaw 1,000 trees per day with level proper cut. Worker will be expected to function in baling team that bales 1,500 per day. When functioning as part of 6-8 ball and burlap team, worker will be expected to maintain pace to dig and wrap 150-300 per day depending upon size of ball (20 inch to 40 inch).**

**Workers with appropriate licenses may drive general purpose vehicles to move personnel, equipment or product from one Strathmeyer field location or facility to another. Workers may be required to do any other manual tasks involved in the production or harvesting of nursery stock and the maintenance of field and other production areas.**