



U.S. Department of Labor
Employment and Training Administration

JAN 13 2011

OMB Control No. 1205-0134
Expiration Date: November 30, 2012

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

<p>1. Employer's Name and Address (Number, Street, City, State, Zip Code, and telephone number) Nombre y Dirección del Empleador (Número, calle, ciudad, Estado, Código Postal)</p> <p>Gaia's Breath Farm 219 Forrest Rd. Jordanville, NY 13361</p> <p>Telephone number. Teléfono: (518) 673-8822 Fax:</p>	<p>Numbers 4 - 8 for State use only. Números 4 a 8 para USO ESTATAL</p>								
	<p>4. Industry Code / Código de Industria</p> <p style="font-size: 24px; text-align: center;">1114</p>	<p>5. Job Order # / No. Orden de Empleo</p> <p style="font-size: 24px; text-align: center;">NY1008269</p>							
	<p>6. Occupational Title and Code / Título Ocupacional y Código</p> <p style="font-size: 24px; text-align: center;">Farmworkers Laborers Crop 45-2092.02</p>								
	<p>7. Clearance Order Issue Date / Fecha de Trámite:</p> <p style="font-size: 24px; text-align: center;">2/14/12</p>								
	<p>8. Job Order Expiration Date / Fecha de Expiración</p> <p style="font-size: 24px; text-align: center;">Exe 7/26/12</p>								
<p>9. Anticipated Period of Employment / Periodo Anticipado de Empleo</p> <p>From/ Desde: 3/21/12 To / Hasta: 12/1/12</p>									
<p>2. Location and Direction to Work Site / Ubicación y Dirección del Lugar de Trabajo</p> <p>219 Forrest Rd, 1.5 miles North from US Rt. 20 in Jordanville, NY.</p> <p>(If additional space is needed, use separate sheet of paper. / Si necesita mas espacio, utilices otra hoja de papel)</p>	<p>10. No. of Workers Requested / No. de Trabajadores Solicitados</p> <p style="text-align: center; font-size: 24px;">2</p>								
	<p>11. Anticipated Hours of Work per Week / Horas Anticipadas de Trabajo por Semana</p> <p>Total: 42</p> <table style="width: 100%;"> <tr> <td>Sunday/Domingo</td> <td>Monday/Lunes <input checked="" type="checkbox"/></td> </tr> <tr> <td>Tuesday/Martes <input checked="" type="checkbox"/></td> <td>Wednesday/Miércoles <input checked="" type="checkbox"/></td> </tr> <tr> <td>Thursday/Jueves <input checked="" type="checkbox"/></td> <td>Friday/Viernes <input checked="" type="checkbox"/></td> </tr> <tr> <td>Saturday/Sábado <input checked="" type="checkbox"/></td> <td></td> </tr> </table>		Sunday/Domingo	Monday/Lunes <input checked="" type="checkbox"/>	Tuesday/Martes <input checked="" type="checkbox"/>	Wednesday/Miércoles <input checked="" type="checkbox"/>	Thursday/Jueves <input checked="" type="checkbox"/>	Friday/Viernes <input checked="" type="checkbox"/>	Saturday/Sábado <input checked="" type="checkbox"/>
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<p>3. Location and Description of Housing / Dirección y Descripción de la Vivienda</p> <p>One mobile home unit at 219 Forrest Rd., Jordanville, NY. All housing is barracks style.</p> <p>Barracks/Barracas</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left; border-bottom: 1px solid black;">Number/Numero</th> <th style="text-align: left; border-bottom: 1px solid black;">Total Capacity/Capacidad Total</th> </tr> </thead> <tbody> <tr> <td style="text-align: center; border-top: 1px solid black;">1</td> <td style="text-align: center; border-top: 1px solid black;">2</td> </tr> </tbody> </table> <p>(If additional space is needed, use separate sheet of paper. / Si necesita mas espacio, utilices otra hoja de papel)</p>	Number/Numero	Total Capacity/Capacidad Total	1	2	<p>12. Collect Calls Accepted/Se Aceptan Llamadas a Cobrar de:</p> <p>Employer / El Empleador Yes No <input checked="" type="checkbox"/></p> <p>Local Office/Oficina Local Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>				
	Number/Numero	Total Capacity/Capacidad Total							
1	2								

13. Board Arrangements / Arreglo de Alojamiento

Yes/Si Workers must buy and prepare own meals

14. Referral Instructions / Instrucciones sobre cómo Referir de Candidatos

Contact Employer, Mark Santoro, directly, at (315) 823-4299 or Nearest One Stop Office

15. Job Specifications Especificaciones del Trabajo

(If more space is needed, summary of Material Job Specifications in ENGLISH can be included in separate document, and may also be included in SPANISH)

Operate tractors, tractor-drawn machinery, and self-propelled machinery to plow, harrow and fertilize soil, or to plant, cultivate, spray and harvest crops. Manually plant, cultivate, and harvest fruits in a greenhouse and organic environment.. Use hand tools, such as shovels, trowels, hoes, tampers, pruning hooks, shears, and knives. Some work will require extensive bending, stooping and ground work. Duties may include tilling soil and applying fertilizers; transplanting, weeding, thinning, or pruning crops. Set up, operate, monitor & maintain irrigation system. Repair and maintain farm vehicles, implements, and mechanical equipment. Apply fertilizers to crops. Inform farmers or farm managers of crop progress. Will monitor fields & greenhouses for plant infestations and use treatments appropriate for organic use in both a preventative or infestation situation. Clear and maintain irrigation ditches. Record information about crops, such as yields, or costs. Due to health and safety concerns relating to pesticide application and the operation of equipment on our farm, workers are required to have the ability to comprehend simple oral and written instructions in English. After hiring, employer may conduct random drug tests at employer's expense.. Must be physically able to lift up to 80 pounds
*Workers referred against this order must have a minimum of 2 months experience in performing tasks described in this order within an organic farming environment.

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

Crop Activities	Hourly Wage	Piece Rate/Unit(s)	Special Pay (bonus, etc.)	Deductions		Pay Period Periodo de Pago
				Yes/Si	No	
Cultivos	Salario por Hora	Pago per Pieza/ Unidad(es)	Pagos Especiales (bono, etc.)	Deducciones		
Farm worker -Crops	\$10.56	\$		X		Weekly /Semanal
	\$	\$		X		X
	\$	\$		X		Bi-weekly / Quincenal
	\$	\$			X	
	\$	\$			X	Other / Otro

More Details About the Pay/Más Detalles Sobre el Pago
None/Ninguno

(If additional space is needed, use separate sheet of paper. / Si necesita mas espacio, utilices otra hoja de papel)

17. Transportation Arrangements / Arreglos de Transportación

Employer will provide transportation from the employer provided housing to the actual work site and return at the end of the day. Transportation will meet all requirements at CFR 655.122(h)

(If additional space is needed, use separate sheet of paper. / Si necesita mas espacio, utilices otra hoja de papel)

(See Attachments/Vea Anexos #2 & # 3)

18. 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 Práctica habitual de usar Contratistas de Trabajo Agrícolas para reclutar, supervisar, transportar, dar vivienda, y/o pagarle a los trabajadores para este(os) tipo(s) de cosecha(s)? Yes/Si No X
If you have checked yes, what is the FLC wage for each activity?/Si contesto "Si," cual es el salario que le pagas al Contratista de Trabajo Agrícola por cada actividad?

19. Unemployment Insurance provided / Seguro por Desempleo: Yes /Si No X

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

21. Are tools provided at no charge to the workers? / ¿Se les proveen herramientas sin costo alguno de trabajo a los trabajadores? Yes /Si X No

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

None/Ninguno

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

Job Order Number: _____

A: CLARIFICATION OF ITEMS ON FORM ETA 790

Item 3: Housing

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

Item 15: Job Specifications

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

Item 16: Wage Rates, Special Pay Information and Deductions

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

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

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Any other deductions are illegal.

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

Item 17: Transportation

Employer agrees to reimburse inbound transportation and subsistence expenses (\$10.73 per day minimum to a maximum of \$46.00 per day) to each worker, or any person, government agency or private organization which, on behalf of the worker has paid or advanced such transportation and subsistence expenses, from the place from which the worker has come to

work for the employer, whether in the U.S. or abroad to the place of employment, after the worker has completed 50% of the stipulated period of employment, from initial date of need or from the day after actual arrival of worker if later than the stated date to report.

- a. Employer will provide or pay the cost of return transportation and subsistence to each worker who completes the employment period, or who is terminated for medical reasons, or as the result of fire, weather or an Act of God (as determined by the Certifying Officer), from place of employment to place of recruitment, except if the worker prefers not to return to his place of recruitment and has subsequent employment with an employer – see Item 16 (c) above. Employer will not be responsible for providing return cost of transportation and subsistence from place of employment to place of recruitment if the worker voluntarily abandons the job or is terminated for cause and employer provides timely notification to the NPC and DHS.
- b. The amount of the transportation payment will be equal to the most economical and reasonable similar common carrier transportation charges for the distance involved. All transportation provided by the employer will be by common carrier or other transportation facilities which conform to the applicable regulations of the Interstate Commerce Commission or the United States Department of Labor. If requested by the worker, the employer will assist in making transportation arrangements. The amount of daily subsistence will be in accordance with current rates published in the *Federal Register* (for workers with and without receipts).
- c. Employer will provide transportation, at no cost to the worker, from the employer provided housing to the actual work site and return at the end of the day.

Item 21: Tools and Equipment

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

B: OTHER CLARIFICATIONS AND ASSURANCES

1. The employer agrees to abide by the regulations at 20 CFR 653.501 and 20 CFR 655.135.
2. The employer will expeditiously notify the State agency by telephone immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over-recruitment, or other factors have changed the terms and conditions of employment.
3. Outreach workers shall have reasonable access to the worker in the conduct of outreach activities pursuant to 20 CFR 653.501(xvi).
4. Where appropriate, the employer is certified in the use and application of pesticides per Federal Environmental Protection Agency and State Department of Environmental Conservation requirements. The employer assures that workers hired under this order who will be handling pesticides will be provided appropriate training.
5. The employer will provide to an H-2A worker no later than the time at which the worker applies for the visa, or to a worker in corresponding employment no later than on the day work commences, a copy of the work contract between the employer and the workers in a language understood by the worker
6. The employer assures that if acting as a farm labor contractor (FLC) or farm labor contractor employee (FLCE) on the order, he has a valid federal FLC certificate or FLCE identification card.
7. The applicant assures that he/she complies with NYS registration requirements. Farm labor contractors anticipating employment contracting with growers or processors in New York State,

growers or processors in New York State who use the services of a farm labor contractor, and growers or processors in New York State who, without using the services of a farm labor contractor, are responsible for bringing into the state five or more out-of-state migrant farm or food processing workers, including H-2A workers, are required to register with the New York State Department of Labor and pay a registration fee in addition to any other fees that may be applicable.

Employer Signature Kevin Burtch Jones 1/9/2012

11/28/11

Gaia's Breath Farm

219 Forrest Rd.
Jordanville, NY 13361
(315) 823-4299

NYSDOL
Office of Foreign Labor Certification
State Office Campus
Bldg. 12, Room 200
Albany, NY 12240
Attn: H2A program

January 10, 2012

Dear Sir or Madame,

Gaia's Breath Farm is asking that you consider our application to secure a labor certification under the H2A program. We find it difficult to secure qualified help for our seasonal labor needs.

We experience difficulty securing qualified temporary labor for our seasonal operation despite all our efforts.

Our employees did not work more than 500 man days in any calendar quarter of the year 2010, as defined in sec. 203(u) of title 29. I am not a member of an association which has petitioned for certification under this sub part for its members. I have not otherwise associated with other employers who are petitioning for temporary foreign workers under this subpart.

We request that our application for an alien labor certification be accepted for consideration.

If you have questions or concerns regarding my order please feel free to contact me at the number listed above

Sincerely,


Mark Santoro
Gaia's Breath Farm

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Gais's Breath Farm

219 Forest Rd.
Jordanville, NY 13361
(315) 823-4299

Office of Foreign Labor Certification
P.O. Box 600
Albany, NY 12240
2010 HSA program

January 10, 2010

Dear Mr. Williams:

Gais's Breath Farm is asking that you consider our application to secure a labor certification under the HSA program. We find it difficult to secure qualified help for our seasonal labor needs.

We experience difficulty securing qualified temporary labor for our seasonal operation despite all our efforts.

Our employees did not work more than 500 man days in any calendar quarter of the year 2010. As defined in sec. 203(a) of the IIR, I am not a member of an association which has petitioned for certification under this sub part for its members. I have not otherwise associated with other employers who are petitioning for temporary foreign workers under this subpart.

We request that our application for an alien labor certification be accepted for consideration.

If you have questions or concerns regarding our application, please feel free to contact me at the number listed above.

Sincerely,

Mark Sauer
Gais's Breath Farm

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