



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

OMB Control No. 1205-0134
Expiration Date: October 31, 2015

**Agricultural and Food Processing Clearance Order ETA Form 790
Orden de Empleo para Obreros/Trabajadores Agrícolas y Procesamiento de Alimentos**

(Print or type in each field block - To include additional information, go to block # 28 - Please follow Step-By-Step Instructions)
(Favor de usar letra de molde en la solicitud - Para incluir información adicional vea el punto # 28 - Favor de seguir las instrucciones paso-a-paso)

<p>1. Employer's and/or Agent's Name and Address (Number, Street, City, State and Zip Code / Nombre y Dirección del Empleador/Patrón y/o Agente (Número, Calle, Ciudad, Estado y Código Postal):</p> <p>HART APPLE FARMS, LLC 2301 State Route 22 Peru, NY 12972</p> <p>See section # 28</p> <p>a) Federal Employer Identification Number (FEIN) / Número federal de Identificación del Empleador:</p> <p>20-8925689</p> <p>b) Telephone Number / Número de Teléfono:</p> <p>518-834-6007</p> <p>c) Fax Number / Número de Fax:</p> <p>518-834-6007</p> <p>d) E-mail Address / Dirección de Correo Electrónico:</p> <p>hartapple1@gmail.com</p>	<p style="text-align: center;">Nos. 4 through 8 for STATE USE ONLY Números 4 a 8 para USO ESTATAL</p> <table border="1"> <tr> <td data-bbox="795 409 1177 630"> <p>4. SOC (O*NET/OES) Occupational Code / Código Industrial:</p> <p>45-2092.02</p> <p>a. SOC (ONET/OES) Occupational Title / Título Ocupacional</p> <p>Farmworker and Laborer, crop</p> </td> <td data-bbox="1177 409 1573 630"> <p>5. Job Order No. / Num. de Orden de Empleo:</p> <p>M1135304</p> </td> </tr> <tr> <td colspan="2" data-bbox="795 630 1573 913"> <p>6. Address of Order Holding Office (include Telephone number) / Dirección de la Oficina donde se radica la oferta (incluya el número de teléfono):</p> <p>(877) 466-9757</p> <p>a. Name of Local Office Representative (include direct dial telephone number) / Nombre del Representante de la Oficina Local (Incluya el número de teléfono de su línea directa):</p> <p>(877) 466-9757</p> </td> </tr> <tr> <td colspan="2" data-bbox="795 913 1573 1008"> <p>7. Clearance Order Issue Date / Fecha de Emisión de la Orden de Empleo:</p> <p>6/25/15</p> </td> </tr> <tr> <td colspan="2" data-bbox="795 1008 1573 1102"> <p>8. Job Order Expiration Date / Fecha de Vencimiento o Expiración de la Orden de Empleo:</p> <p>10/1/15</p> </td> </tr> <tr> <td colspan="2" data-bbox="795 1102 1573 1197"> <p>9. Anticipated Period of Employment / Periodo anticipado o previsto de Empleo:</p> <p>From / Desde: 09/03/2015 To / Hasta: 10/29/2015</p> </td> </tr> <tr> <td colspan="2" data-bbox="795 1197 1573 1291"> <p>10. Number of Workers Requested / Número de Trabajadores Solicitados:</p> <p>28</p> </td> </tr> <tr> <td colspan="2" data-bbox="795 1291 1573 1501"> <p>11. Anticipated Hours of Work per Week / Horas Anticipadas/Previstas de Trabajo por Semana. Total: 40</p> <p>Sunday / Domingo 0 Thursday / Jueves 8 Monday / Lunes 8 Friday / Viernes 8 Tuesday / Martes 8 Saturday / Sábado 8 Wednesday / Miércoles 8</p> </td> </tr> <tr> <td colspan="2" data-bbox="795 1501 1573 1680"> <p>12. Anticipated range of hours for different seasonal activities: / Rango previsto de horas par alas diferentes actividades de la temporada:</p> <p>8:00 AM - 5:00PM, hours depend on weather conditions and may vary. 5:00</p> </td> </tr> <tr> <td colspan="2" data-bbox="795 1680 1573 1999"> <p>13. Collect Calls Accepted from: / Aceptan Llamadas por Cobrar de:</p> <p>Employer / Empleador: Yes / SI <input type="checkbox"/> No X</p> <p style="text-align: center;">RECEIVED JUN 15 2015</p> </td> </tr> </table>	<p>4. SOC (O*NET/OES) Occupational Code / Código Industrial:</p> <p>45-2092.02</p> <p>a. SOC (ONET/OES) Occupational Title / Título Ocupacional</p> <p>Farmworker and Laborer, crop</p>	<p>5. Job Order No. / Num. de Orden de Empleo:</p> <p>M1135304</p>	<p>6. Address of Order Holding Office (include Telephone number) / Dirección de la Oficina donde se radica la oferta (incluya el número de teléfono):</p> <p>(877) 466-9757</p> <p>a. Name of Local Office Representative (include direct dial telephone number) / Nombre del Representante de la Oficina Local (Incluya el número de teléfono de su línea directa):</p> <p>(877) 466-9757</p>		<p>7. Clearance Order Issue Date / Fecha de Emisión de la Orden de Empleo:</p> <p>6/25/15</p>		<p>8. Job Order Expiration Date / Fecha de Vencimiento o Expiración de la Orden de Empleo:</p> <p>10/1/15</p>		<p>9. Anticipated Period of Employment / Periodo anticipado o previsto de Empleo:</p> <p>From / Desde: 09/03/2015 To / Hasta: 10/29/2015</p>		<p>10. Number of Workers Requested / Número de Trabajadores Solicitados:</p> <p>28</p>		<p>11. Anticipated Hours of Work per Week / Horas Anticipadas/Previstas de Trabajo por Semana. Total: 40</p> <p>Sunday / Domingo 0 Thursday / Jueves 8 Monday / Lunes 8 Friday / Viernes 8 Tuesday / Martes 8 Saturday / Sábado 8 Wednesday / Miércoles 8</p>		<p>12. Anticipated range of hours for different seasonal activities: / Rango previsto de horas par alas diferentes actividades de la temporada:</p> <p>8:00 AM - 5:00PM, hours depend on weather conditions and may vary. 5:00</p>		<p>13. Collect Calls Accepted from: / Aceptan Llamadas por Cobrar de:</p> <p>Employer / Empleador: Yes / SI <input type="checkbox"/> No X</p> <p style="text-align: center;">RECEIVED JUN 15 2015</p>	
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<p>2. Address and Directions to Work Site / Domicilio y Direcciones al lugar de trabajo:</p> <p>2301 State Route 22, Peru, NY 12972 (Town of Ausable, Clinton County)</p> <p>Hart Apple Farms, LLC is located halfway between the villages of Peru and Keeseville on State Route 22. Going south from traffic light in Peru, go approximately 1 1/2 miles south on State Route 22, gold color building will be on the right side of State Route 22. Coming from the village of Keeseville traffic light, go north on State Route 22, approximately 1 1/2, miles, gold building will be on left side of State Route 22. All orchards/work sites are located in the Town in Ausable, Clinton County, New York. All orchards/worksites are located on the following roads; State Route 22, Arthur Road, Brown Road, Chasm Road and Connell Road. All orchards/worksites are owned and controlled by employer.</p>																			
<p>3. Address and Directions to Housing / Domicilio y Direcciones al lugar de vivienda:</p> <p>Hart Migrant Camp Housing, 40 Connell Road, Keeseville, NY12944 (Town of Ausable, Clinton County)</p> <p>From Peru village traffic light, go approximately 1 1/2 miles south on State Route 22, east on Arthur Road, 1/2 mile, south on Chasm Road, 1/2 mile, west on Connell Road, Migrant Housing Camp on right, just beyond the orchard. From Keeseville traffic light, north on State Route 22, 1 1/2 miles north on State Route 22, east on Arthur Road, 1/2 mile, south on Chasm Road, 1/2 mile, west on Connell Road, Migrant Housing Camp on right, just beyond the orchard.</p> <p>a) Description of Housing / Descripción de la vivienda:</p> <p>Capacity 28: single story wood frame, with blue metal siding. Barrack type, sleeping quarters for 28 bunk beds. Kitchen/dining area, a separate room. Toilets with urinals and sinks, a separate room. Shower and laundry area, another separate room. Those areas listed are separate from the sleeping quarters. Furnishings and equipment are supplied by employer; such as; utilities, heat, electricity, stoves, refrigerators, emergency telephone, beds. Mattresses, bedding, lockers, eating and cooking utensils. All are provided by the employer and at <u>no cost</u> to the workers who are unable to return their residence on the same day. Housing will be clean and meet the applicable federal and state housing standards. Workers will be responsible to maintain housing and surrounding areas in a neat and clean manner</p>																			

14. Describe how the employer intends to provide either 3 meals a day to each worker or furnish free and convenient cooking and kitchen facilities for workers to prepare meals / Describa cómo el empleador tiene la intención de ofrecer, ya sea 3 comidas al día a cada trabajador, o proporcionar gratuitamente instalaciones para cocinar.

- Employer will furnish free convenient cooking and kitchen facilities for workers to prepare their own three meals daily.
- Employer will provide free transportation to assure workers access to store weekly, where they may purchase food/groceries and other incidental necessities and/or medical necessities.

15. Referral Instructions and Hiring Information / Instrucciones sobre cómo Referir Candidatos/Solicitantes - (Explain how applicants are to be hired or referred, and the Employer's/Agent's available hour to interview workers / Explique cómo los candidatos serán contratados o referidos, y las horas disponibles del empleador/agente para entrevistar a los trabajadores). See instructions for more details / Vea las instrucciones para más detalles.

- Applicants may apply at any NY One Stop Office or telephone (877) 466-9757
- Contact Robert, Rena or Randy Hart between 7:00 AM and 10:00 AM, Monday-Thursday at 518-834-6007. However, Hart Apple Farms, LLC, office telephone (518-834-6007) has a recording device on 24 hours daily except during power outages. Workers are encouraged to telephone and leave a message. Messages must be clear and understandable, state your name, call back telephone number and the job order number for the position you are applying for. All calls will be returned within 48 hours, unless there was power outage.

16. Job description and requirements / Descripción y requisitos del trabajo:

Under the direction of supervisor, workers duties ~~may~~ include: hand harvesting apples for fresh fruit market, drop and/or processing apples. Fresh market apples bruising shall not exceed 4% defined in the US standard grades. Manually cultivating, picking rocks, weeding, raking, hoeing, hand thinning apples from trees, hand and power equipment for pruning apples trees, repairing bins and spreading bins in orchard prior to harvest. Workers must be physically able to safely handle ladders up to 24 ft, weighing approximately 2 Lbs. per foot, to pick apples from ladders, and to fill apple buckets weighing up to 60 lbs. Due to health and safety concerns related to food safety, operation of equipment, workers are required to have proficient English skills. Field temperatures may range from 0-95 degrees (F) with possible wet conditions from either, rain, frost and/or snow. Workers are required to have suitable clothing and footwear for all weather conditions. Workers are required to safely use hand tools/power tools; shovels, hoes, rakes, saws, pruning shears, power pruning shears, hooks and knives. Workers are required to operate tractors safely, repair and maintain farm vehicles, repair and maintain picking/pruning equipment, repair and maintain all farm housing and farm buildings. The employer will provide 3 days of work for each worker to reach production standards. After completion of 3 days, employer will expect worker too hand pick 100 bushels daily, under normal conditions. All tools and equipment required to perform duties assigned will be furnished by the employer at no cost to the workers. Three month verifiable experience is required for performing the duties described above.

1. Is previous work experience preferred? / Se prefiere previa experiencia? Yes / Si No If yes, number of months preferred: / Si es así, numero de meses de experiencia: 3 Month

2. Check all requirements that apply:

- | | |
|---|---|
| <input type="checkbox"/> Certification/License Requirements / Certificación/Licencia Requisitos | <input type="checkbox"/> Criminal Background Check / Verificación de antecedentes penales |
| <input type="checkbox"/> Driver Requirements / Requisitos del conductor | <input type="checkbox"/> Drug Screen / Detección de Drogas |
| <input checked="" type="checkbox"/> Employer Will Train / Empleador entrenará o adiestrará | <input checked="" type="checkbox"/> Extensive Pushing and Pulling / Empujar y Jalar Extensamente |
| <input checked="" type="checkbox"/> Extensive Sitting / Estar sentado largos ratos | <input checked="" type="checkbox"/> Extensive Walking / Caminar por largos ratos |
| <input checked="" type="checkbox"/> Exposure to Extreme Temp. / Expuesto a Temperaturas Extremas | <input checked="" type="checkbox"/> Frequent Stooping / Inclínándose o agachándose con frecuencia |
| <input checked="" type="checkbox"/> Lifting requirement / Levantar o Cargar <u>60</u> lbs./libras | <input type="checkbox"/> OT/Holiday is not mandatory / Horas Extras (sobre tiempo) /Días Feriadosno obligatorio |
| <input checked="" type="checkbox"/> Repetitive Movements / Movimientos repetitivos | |

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

Crop Activities	Hourly Wage	Piece Rate / Unit(s)	Special Pay (bonus, etc.)	Deductions*	Yes/Sí	No	Pay Period / Periodo de Pago
Cultivos	Salario por Hora	Pago por Pieza / Unidad(es)	Pagos Especiales (Bono, etc.)	Deducciones			/ /
Farm Worker, Laborer, Crop	\$ 11.26	\$ 0.00		Social Security / Seguro Social	X	<input type="checkbox"/>	Weekly / Semanal
Standard Fresh Market Apples	\$ 11.26	\$.85/1-1/8 bu.		Federal Tax / Impuestos Federales	X	<input type="checkbox"/>	X
Dwarf Fresh Market Apples	\$ 11.26	\$.85/1-1/8 bu.		State Tax / Impuestos Estatales	X	<input type="checkbox"/>	Bi-weekly/ Quincenal
Process Apples	\$ 11.26	\$ 0.00		Meals / Comidas	<input type="checkbox"/>	X	<input type="checkbox"/>
Drop Apples	\$ 11.26	\$.43/1-1/8 bu.		Other (specify) / Otro (especifica)	<input type="checkbox"/>	X	Monthly/Mensual
							Other/Otro
							<input type="checkbox"/>

18. More Details About the Pay / Mas Detalles Sobre el Pago:

The employee will offer, advertise in its recruitment and pay a wage that is the highest of the AEWR, 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 special class of agricultural employment. Employer assures that if a change in the AEWR requires an increase will be paid as of the effective date of the increase. Also, if the AEWR is decreased this will become the effective wage effective on the date of the decrease.

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

Any other deductions are illegal.

The employer guarantees employment for a minimum of ¼ of the hours in the workdays during the period of the contract, and all extensions thereof. This guarantee begins with the first work day after the workers arrival at the place of employment and ends on the date specified on the job order or extensions thereof. If fire, weather or Act of God terminations (as determined by the Certifying Officer) the ¼ 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 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 the workers next certified H-2A 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 to that employers place of employment. Daily subsistence must be computed as set forth in paragraph(h) of 655.122

19. Transportation Arrangements / Arreglos de Transportación

Employer agrees to reimburse inbound transportation and subsistence expenses (\$11.86 per day minimum 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 US or abroad to the place of employment, after the worker has completed 50% of the stipulated period of employment, from the initial date of need or from the day after actual arrival of the worker if later than the stated date of report.

- c) 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 Act of God (as determined by the Certifying Officer), from place of employment to place of recruitment, except if worker prefers not to return to his place of recruitment and has subsequent employment with an employer. Employer will not be responsible for providing return cost o transportation and subsistence from place of employment to place of recruitment if worker voluntarily abandons the job or is terminated for cause and employer provides timely notification to the NPC and DHS.
- d) 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. The amount of daily subsistence will be in accordance with the current rates published in the Federal Register (for workers with or without receipts).

20. Is it the prevailing practice to use Farm Labor Contractors (FLC) to recruit, supervise, transport, house, and/or pay workers for this (these) crop activity (ies)? / ¿Es la práctica habitual usar Contratistas de Trabajo Agrícola para reclutar, supervisar, transportar, dar vivienda, y/o pagarle a los trabajadores para este(os) tipo(s) de cosecha(s)? Yes / Si No

If you have checked yes, what is the FLC wage for each activity? / Si contesto "Si," cuál es el salario que le paga al Contratista de Trabajo Agrícola por cada actividad?

21. Are workers covered for Unemployment Insurance? / ¿Se le proporcionan Seguro de Desempleo a los trabajadores? Yes/Si No

22. Are workers covered by workers' compensation? / ¿Se le provee seguro de compensación/indemnización al trabajador: Yes/Si No

23. Are tools, supplies, and equipment provided at no charge to the workers? / ¿Se les proveen herramientas y equipos sin costo alguno a los trabajadores? Yes/Si No

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

"None"

25. 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 toda huelga, paro o interrupción de operaciones de trabajo por parte de los empleados en el lugar de empleo. (Si no hay incidentes de este tipo, indique "Ninguno".)

"None"

26. Is this job order to be placed in connection with a future Application for Temporary Employment Certification for H-2A workers? / ¿Esta orden de empleo ha sido puesta en conexión con una futura solicitud de certificación de empleo temporal para trabajadores H-2A?

Yes/Sí No

27. Employer's Certification: This job 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. / Certificación del Empleador: Esta orden de trabajo describe los términos y condiciones del empleo que se le ofrece, y contiene todos los términos y condiciones materiales ofrecidos.

Rena R. Hart, Secretary of Hart Apple Farms, LLC

Employer's Printed Name & Title / Nombre y Título en Letra de Molde/Imprenta del Empleador

Rena R. Hart

Employer's Signature / Firma y Título del Empleador

June 22, 2015

Date / Fecha

READ CAREFULLY. In view of the statutorily 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 Employment and Training Administration (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 American Job Center constitute a contractual job offer to which the American Job Center, ETA or a State agency is in any way a party.

LEA CON CUIDADO. En vista de la función básica del Servicio de Empleo establecida por ley, como una entidad de intercambio laboral sin comisiones, es decir, como un foro para reunir a los empleadores y los solicitantes de empleo, ni ETA ni las agencias del estado pueden garantizar la exactitud o veracidad de la información contenida en las órdenes de trabajo sometidas por los empleadores. Ni ninguna orden de trabajo aceptado o contratado en el Centro de Carreras (American Job Center) constituyen una oferta de trabajo contractuales a las que el American Job Center, ETA o un organismo estatal es de ninguna manera una de las partes.

PUBLIC BURDEN STATEMENT

The public reporting burden for responding to ETA Form 790, which is required to obtain or retain benefits (44 USC 3501), is estimated to be approximately 60 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and reviewing the collection. The public need not respond to this collection of information unless it displays a currently valid OMB Control Number. This is public information and there is no expectation of confidentiality. Send comments regarding this burden estimate or any other aspect of this collection, including suggestions for reducing this burden, to the U.S. Department of Labor, Employment and Training Administration, Office of Workforce Investment, Room C-4510, 200 Constitution Avenue, NW, Washington, DC 20210.

DECLARACION DE CARGA PÚBLICA

La carga de información pública para responder a la Forma ETA 790, que se requiere para obtener o retener beneficios (44 USC 3501), se estima en aproximadamente 60 minutos por respuesta, incluyendo el tiempo para revisar las instrucciones, buscar fuentes de datos existentes, recopilar y revisar la colección. El público no tiene por qué responder a esta recopilación de información a menos que muestre un número de control OMB válido. Esta información es pública y no hay ninguna expectativa de confidencialidad. Envíe sus comentarios acerca de esta carga o cualquier otro aspecto de esta colección, incluyendo sugerencias para reducir esta carga, al U.S. Department of Labor, Employment and Training Administration, Office of Workforce Investment, Room C-4510, 200 Constitution Avenue, NW, Washington, DC 20210.

28. Use this section to provide additional supporting information (including section Box number). Include attachments, if necessary. / Utilice esta sección para proporcionar información adicional de apoyo; incluya el número de la sección e incluya archivos adjuntos, si es necesario.

Section # 1

Hart Apple Farms, LLC, Officers:

Robert H. Hart Sr.	425 Arthur Road	Peru, NY 12972	President/Treasurer	518-643-2833
Rena R. Hart	425 Arthur Road	Peru, NY 12972	Secretary	518-643-2833
Robert H. Hart Jr.	345 Chasm Road	Keeseville, NY 12944	Vice President	518-578-9311
Randy H. Hart	2284 State Route 22	Keeseville, NY 12944	Vice President	518-524-5366

**New York State Department of Labor
Form ETA 790 Attachment
Terms and Conditions/Clarifications and Assurances/
Additional Information**

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 14: Board Arrangements

Employer will not provide three meals per day and will deduct \$ 0 per day.
Employer will furnish free dishes, cooking utensils and convenient kitchen and cooking facilities.
Employer will provide transportation to assure workers access to stores where they can purchase groceries and/or other incidentals, and/or medical necessities.

Item 16: Job Specifications

- a. Workers must be able to demonstrate that they are physically able to perform the work as described.
- b. The employer will provide 3 days of training and/or allow 3 days of work for worker to reach production standards if applicable.
- c. Production Standards (if applicable): After completion of training or break-in period, employer will expect worker to: **hand pick 100 bushel per day**
- d. 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;
 - 3) Fails, after completing any training or break-in period, to reach production standards (if applicable); or
 - 4) Abandons Job ("Job Abandonment") – is absent for five consecutive previously scheduled days without prior notification to employer.

Item 17: 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 on 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; and
 2. Those that benefit workers and are authorized in writing, such as life insurance, or a savings account.

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 employer's expense, to the place from which the worker (disregarding intervening employment) came to work for the employer, or transport the worker to the worker's next certified H-2A employer, whichever the worker prefers; (2) reimburse the worker the full amount of any deductions made from the worker's 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 employer's place of employment. Daily subsistence must be computed as set forth in paragraph (h) of 655.122. 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 19 (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.
- e. On or before each payday the employer will provide to each worker 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 $\frac{3}{4}$ 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; and (8) the employer's name, address, and FEIN.
- f. 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.
- g. The employer will provide workers referred through the interstate clearance system 40 hours of work for the week beginning with the anticipated date of need, unless employer has amended the date of need by notifying the SWA no later than 10 business days before the date of need. If the employer fails to notify the NYS Department of Labor, then the employer shall pay an eligible worker referred through the clearance system \$450.40 (number of hours of work x AEWR/prevailing wage/minimum wage) for the first week starting with the originally anticipated date of need. If worker referred fails to notify the NYS Department of Labor of continued interest in the job at least 5 days before date of need, worker will be disqualified from this assurance. Employer will will not require worker to perform alternative work if the guarantee cited in this section is invoked.
Alternative work:
- h. Employer will maintain adequate payroll records. Workers will be paid weekly on Saturday for work through the previous Thursday.

Item 19: Transportation

Employer agrees to reimburse inbound transportation and subsistence expenses (\$11.86 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 17 (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. The amount of daily subsistence will be in accordance with current rates published in the *Federal Register* (for workers with and without receipts).
- c. If requested by the worker, employer will assist in making transportation arrangements.
- d. 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 22: Workers' Compensation

The employer assures that Policy # Z 727 377-4 issued by State Insurance Fund provides the required insurance for injuries arising out of and in the course of employment. Employer's proof of insurance coverage will be provided to the Chicago Processing Center before certification is granted.

Item 23: 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. If applicable, 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, if applicable.

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/she 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, not including H-2A workers, are required to register with the New York State Department of Labor. This statement applies only to H-2A employers who also employ five or more out-of-state migrant workers.

Employer Signature

Rena P. Hart, Secretary Hart Apple Farms, LLC
06/22/2015

5/2015