

H-2A Agricultural Clearance Order
Form ETA-790A
U.S. Department of Labor



A. Job Offer Information

1. Job Title * AGRICULTURAL EQUIPMENT OPERATOR							
2. Workers Needed *		a. Total	b. H-2A Workers	Period of Intended Employment			
		1	1	3. First Date * 3/22/2023	4. Last Date * 1/20/2024		
5. Will this job generally require the worker to be on-call 24 hours a day and 7 days a week? * If "Yes", proceed to question 8. If "No", complete questions 6 and 7 below.						<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
6. Anticipated days and hours of work per week (an entry is required for each box below) *						7. Hourly Work Schedule *	
45	a. Total Hours	8	c. Monday	8	e. Wednesday	8	g. Friday
0	b. Sunday	8	d. Tuesday	8	f. Thursday	5	h. Saturday
						a. 8 : 00	<input checked="" type="checkbox"/> AM <input type="checkbox"/> PM
						b. 4 : 30	<input type="checkbox"/> AM <input checked="" type="checkbox"/> PM
Temporary Agricultural Services and Wage Offer Information							
8a. Job Duties - Description of the specific services or labor to be performed. * (Please begin response on this form and use Addendum C if additional space is needed.) See Addendum C							
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information \$	
\$ 17 .95		<input checked="" type="checkbox"/> HOUR <input type="checkbox"/> MONTH		\$ 01 .25		PER 1 1/8 BU STANDARD; DWARF TREE. \$16.95/HR BASED ON 13.56 1 1/8 BU. GUARANTEED AEWR OF \$16.95/HR	
9. Is a completed Addendum A providing additional information on the crops or agricultural activities to be performed and wage offers attached to this job offer? *						<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A	
10. Frequency of Pay: * <input checked="" type="checkbox"/> Weekly <input type="checkbox"/> Biweekly <input type="checkbox"/> Other (specify): N/A							
11. State all deduction(s) from pay and, if known, the amount(s). * (Please begin response on this form and use Addendum C if additional space is needed.) THE ONLY DEDUCTIONS THAT WILL BE TAKEN ARE THOSE REQUIRED BY LAW IN NEW YORK STATE; SOCIAL SECURITY, FEDERAL & STATE TAX							

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B. Minimum Job Qualifications/Requirements

1. Education: minimum U.S. diploma/degree required. *			
<input checked="" type="checkbox"/> None <input type="checkbox"/> High School/GED <input type="checkbox"/> Associate's <input type="checkbox"/> Bachelor's <input type="checkbox"/> Master's or higher <input type="checkbox"/> Other degree (JD, MD, etc.)			
2. Work Experience: number of <u>months</u> required. *		6	3. Training: number of <u>months</u> required. * 0
4. Basic Job Requirements (check all that apply) §			
<input type="checkbox"/> a. Certification/license requirements		<input checked="" type="checkbox"/> f. Exposure to extreme temperatures	
<input checked="" type="checkbox"/> b. Driver requirements		<input checked="" type="checkbox"/> g. Extensive pushing or pulling	
<input type="checkbox"/> c. Criminal background check		<input checked="" type="checkbox"/> h. Extensive sitting or walking	
<input checked="" type="checkbox"/> d. Drug screen		<input checked="" type="checkbox"/> i. Frequent stooping or bending over	
<input checked="" type="checkbox"/> e. Lifting requirement <u>75</u> lbs.		<input checked="" type="checkbox"/> j. Repetitive movements	
5a. Supervision: does this position supervise the work of other employees? *		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	5b. If "Yes" to question 5a, enter the number of employees worker will supervise. §
6. Additional Information Regarding Job Qualifications/Requirements. * (Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter "NONE" below) The employer will provide 5 days of training to allow workers to pick A minimum productivity standard applies of 108 1 1/8 bu boxes of fresh apples per day or 90 1 1/8 bu boxes of skim or clean-up picking per day or 67 1 1/8 bu boxes of fresh apples with stem clipping per day or 135 1 1/8 bu boxes of process apples per day.			

C. Place of Employment Information

1. Place of Employment Address/Location *			
65 CRIST LANE			
2. City *	3. State *	4. Postal Code *	5. County *
WALDEN	New York	12586	Orange
6. Additional Place of Employment Information. (If no additional information, enter "NONE" below) * COUNTY RD 75 (COLDENHAM RD) FOR 1.5 MILES, RIGHT ONTO BEREAD RD FOR ? MILE, LEFT ONTO CRIST LANE, TO 65 CRIST LANE, WALDEN, NY 12586			
7. Is a completed Addendum B providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A

D. Housing Information

1. Housing Address/Location *			
65, 70, 72, 74, 76, 78, 80, 90, 94, 96, 108, 112 CRIST LANE			
2. City *	3. State *	4. Postal Code *	5. County *
WALDEN	New York	12586	Orange
6. Type of Housing (check only one) * <input checked="" type="checkbox"/> Employer-provided (including mobile or range) <input type="checkbox"/> Rental or public		7. Total Units * 10	8. Total Occupancy * 105
9. Identify the entity that determined the housing met all applicable standards: * <input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other (specify): _____			
10. Additional Housing Information. (If no additional information, enter "NONE" below) * County Rd 75 (Coldenham Rd) for 1.5 miles, Right on Berea Rd for mile, Left on Crist Lane, Walden, NY 12586			
11. Is a completed Addendum B providing additional information on housing that will be provided to workers attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A

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E. Provision of Meals

1. Describe how the employer will provide each worker with three meals per day or furnish free and convenient cooking and kitchen facilities. *

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

WORKERS WILL BE RESPONSIBLE FOR MAINTAINING HOUSING IN A NEAT, CLEAN MANNER. 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. VIOLATORS WILL BE SUBJECT TO DISCHARGE IMMEDIATELY. EMPLOYER PROVIDES AND KITCHEN FACILITIES SO THAT WORKERS CAN PREPARE THEIR OWN MEALS. WORKERS BUY THEIR OWN FOOD AND EMPLOYER WILL PROVIDE TRANSPORTATION ONCE PER WEEK VIA 8 VANS (CAPACITY 15 EACH), 3 BUSES (CAPACITY 44 EACH), BUS (CAPACITY 43), 3 CARS (CAPACITY 5), 1 CAR (CAPACITY 8), 3 CARS (CAPACITY 7), 1 AUTO (CAPACITY 4), 7 TRUCK TRACTOR (CAPACITY 2), 7 PICKUP TRUCKS (CAPACITY 3), 3 PICKUP TRUCKS (CAPACITY 4), 1 PICKUP TRUCK (CAPACITY 6), AND 2 PICK UP TRUCKS (CAPACITY 5) TO ASSURE WORKERS ACCESS TO STORES WHERE THEY CAN PURCHASE GROCERIES AND/OR OTHER INCIDENTALS.

2. The employer: *

☒ **WILL NOT** charge workers for meals.

☐ **WILL** charge each worker for meals at \$ ____ . ____ per day, if meals are provided.

F. Transportation and Daily Subsistence

1. Describe the terms and arrangements for daily transportation the employer will provide to workers. *

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

See Addendum C

2. Describe the terms and arrangements for providing workers with transportation (a) to the place of employment (i.e., inbound) and (b) from the place of employment (i.e., outbound). *

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

See Addendum C

3. During the travel described in Item 2, the employer will pay for or reimburse daily meals by providing each worker *

a. no less than

\$ 15 . 46

per day *

b. no more than

\$ 59 . 00

per day with receipts

G. Referral and Hiring Instructions



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

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

CONTACT EMPLOYER JENNIFER KOHN AT 845-778-7424 OR GO TO THE NEAREST ONE STOP CENTER OR CALL 1-877-466-9757.

PRIOR TO REFERRAL EACH WORKER SHOULD HAVE SEEN AND READ A COPY OF THE JOB ORDER AND CONFIRM THAT THEY UNDERSTAND ALL THE TERMS AND CONDITIONS OF EMPLOYMENT AS NOTED IN THE ORDER. THE WORKER SHOULD BE ABLE TO WORK IN ANY OF THE LISTED JOB ACTIVITIES AT THE DISCRETION OF THE EMPLOYER.

WORKERS ARE EXPECTED TO COMPLY WITH ALL RULES IN THIS JOB ORDER AND ANY OTHER LAWFUL JOB RELATED EMPLOYER REQUIREMENTS. VIOLATION OF ANY RULE IN THIS JOB ORDER AND ANY OTHER LAWFUL JOB RELATED EMPLOYER REQUIREMENTS WILL BE CONSIDERED GROUNDS FOR DISCIPLINARY ACTION UP TO AND INCLUDING TERMINATION.

2. Telephone Number to Apply * +1 (845) 778-7424	3. Extension \$ N/A	4. Email Address to Apply * INFO@CRISTAPPLES.COM
5. Website Address (URL) to Apply * N/A		

H. Additional Material Terms and Conditions of the Job Offer

1. Is a completed Addendum C providing additional information about the material terms, conditions, and benefits (monetary and non-monetary) that will be provided by the employer attached to this job order? *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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I. Conditions of Employment and Assurances for H-2A Agricultural Clearance Orders

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

- JOB OPPORTUNITY:** Employer assures that the job opportunity identified in this clearance order (hereinafter also referred to as the "job order") is a full-time temporary position being placed with the SWA in connection with an *H-2A Application for Temporary Employment Certification* for H-2A workers and this clearance order satisfies the requirements for agricultural clearance orders in 20 CFR part 653, subpart F and the requirements set forth in 20 CFR 655, subpart B. This job opportunity offers U.S. workers no less than the same benefits, wages, and working conditions that the employer is offering, intends to offer, or will provide to H-2A workers and complies with the requirements at 20 CFR part 655, subpart B. The job opportunity is open to any qualified U.S. worker regardless of race, color, national origin, age, sex, religion, handicap, or citizenship.
- NO STRIKE, LOCKOUT, OR WORK STOPPAGE:** Employer assures that this job opportunity, including all places of employment for which the employer is requesting temporary agricultural labor certification does not currently have workers on strike or being locked out in the course of a labor dispute. 20 CFR 655.135(b).
- HOUSING FOR WORKERS:** Employer agrees to provide or secure housing for the H-2A workers and those workers in corresponding employment who are not reasonably able to return to their residence at the end of the work day. That housing complies with the applicable local, State, and/or Federal standards and is sufficient to house the specified number of workers requested through the clearance system. The employer will provide the housing without charge to the worker. Any charges for rental housing will be paid directly by the employer to the owner or operator of the housing. If public accommodations or public housing are provided to workers, the employer agrees to pay all housing-related charges directly to the housing's management. The employer agrees that charges in the form of deposits for bedding or other similar incidentals related to housing (e.g., utilities) must not be levied upon workers. However, the employer may require workers to reimburse them for damage caused to housing by the individual worker(s) found to have been responsible for damage which is not the result of normal wear and tear related to habitation. When it is the prevailing practice in the area of intended employment and the occupation to provide family housing, the employer agrees to provide family housing at no cost to workers with families who request it. 20 CFR 655.122(d), 655.501(c)(3)(vi).
Request for Conditional Access to Intrastate or Interstate Clearance System: Employer assures that the housing disclosed on this clearance order will be in full compliance with all applicable local, State, and/or Federal standards at least 20 calendar days before the housing is to be occupied. 20 CFR 653.502(a)(3). The Certifying Officer will not certify the application until the employer provides evidence that housing has been inspected and approved or, in the case of rental or public accommodations, is otherwise in full compliance.
- WORKERS' COMPENSATION COVERAGE:** Employer agrees to provide workers' compensation insurance coverage in compliance with State law covering injury and disease arising out of and in the course of the worker's employment. If the type of employment for which the certification is sought is not covered by or is exempt from the State's workers' compensation law, the employer agrees to provide, at no cost to the worker, insurance covering injury and disease arising out of and in the course of the worker's employment that will provide benefits at least equal to those provided under the State workers' compensation law for other comparable employment. 20 CFR 655.122(e).
- EMPLOYER-PROVIDED TOOLS AND EQUIPMENT:** Employer agrees to provide to the worker, without charge or deposit charge, all tools, supplies, and equipment required to perform the duties assigned. 20 CFR 655.122(f), .210(d), or .302(c).



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6. **MEALS:** Employer agrees to provide each worker with three meals a day or furnish free and convenient cooking and kitchen facilities to the workers that will enable the workers to prepare their own meals. Where the employer provides the meals, the job offer will state the charge, if any, to the worker for such meals. The amount of meal charges is governed by 20 CFR 655.173. 20 CFR 655.122(g). When a charge or deduction for the cost of meals would bring the worker's wage below the minimum wage set by the FLSA at 29 U.S.C. 206, the charge or deduction must meet the requirements of 29 U.S.C. 203(m) of the FLSA, including the recordkeeping requirements found at 29 CFR 516.27.

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

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

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

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

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

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

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

The employer is not relieved of its obligation to provide or pay for return transportation and subsistence if an H-2A worker is displaced as a result of the employer's compliance with the employer's obligation to hire U.S. workers who apply or are referred after the employer's date of need during the recruitment period set out in 20 CFR 655.135(d). 20 CFR 655.122(h)(2).

C. *Daily Transportation*

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

D. *Compliance with Transportation Standards*

Employer assures that all employer-provided transportation will comply with all applicable Federal, State, or local laws and regulations. Employer agrees to provide, at a minimum, the same transportation safety standards, driver licensure, and vehicle insurance as required under 29 U.S.C. 1841 and 29 CFR 500.104 or 500.105 and 29 CFR 500.120 to 500.128. If workers' compensation is used to cover transportation, in lieu of vehicle insurance, the employer will ensure that such workers' compensation covers all travel or that vehicle insurance exists to provide coverage for travel not covered by workers' compensation. Employer agrees to have property damage insurance. 20 CFR 655.122(h)(4).

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

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

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



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

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

9. **EARNINGS RECORDS:** Employer agrees to keep accurate and adequate records with respect to the workers' earnings at the place or places of employment, or at one or more established central recordkeeping offices where such records are customarily maintained. The records must include each worker's permanent address, and, when available, permanent email address, and phone number(s). All records must be available for inspection and transcription by the Department of Labor or a duly authorized and designated representative, and by the worker and representatives designated by the worker as evidenced by appropriate documentation. Where the records are maintained at a central recordkeeping office, other than in the place or places of employment, such records must be made available for inspection and copying within 72 hours following notice from the Department of Labor, or a duly authorized and designated representative, and by the worker and designated representatives. The content of earnings records must meet all regulatory requirements and be retained by the employer for a period of not less than 3 years after the date of certification by the Department of Labor. 20 CFR 655.122(j).

10. **HOURS AND EARNINGS STATEMENTS:** Employer agrees to furnish to the worker on or before each payday in one or more written statements the following information: (1) the worker's total earnings for the pay period; (2) the worker's hourly rate and/or piece rate of pay; (3) the hours of employment offered to the worker (showing offers in accordance with the three-fourths guarantee as determined in 20 CFR 655.122(i), separate from any hours offered over and above the guarantee); (4) the hours actually worked by the worker; (5) an itemization of all deductions made from the worker's wages; (6) if piece rates are used, the units produced daily; (7) beginning and ending dates of the pay period; and (8) the employer's name, address and FEIN. 20 CFR 655.122(k).

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

11. **RATES OF PAY:** The employer agrees that it will offer, advertise in its recruitment, and pay at least the Adverse Effect Wage Rate (AEWR), a prevailing wage rate, the agreed-upon collective bargaining rate, the Federal minimum wage, or the State minimum wage, whichever is highest, for every hour or portion thereof worked during a pay period. If the offered wage(s) disclosed in this clearance order is/are based on commission, bonuses, or other incentives, the employer guarantees the wage paid on a weekly, semi-monthly, or monthly basis will equal or exceed the AEWR, prevailing wage rate, Federal minimum wage, State minimum wage, or any agreed-upon collective bargaining rate, whichever is highest. If the applicable AEWR or prevailing wage is adjusted during the contract period, and that new rate is higher than the highest of the AEWR, the prevailing wage, the collective bargaining rate, the Federal minimum wage, or the State minimum wage, the employer will increase the pay of all employees in the same occupation to the higher rate no later than the effective date of the adjustment. If the new AEWR or prevailing wage is lower than the rate guaranteed on this job order, the employer will continue to pay at least the rate guaranteed on this job order.

If the worker is paid on a piece rate basis, the piece rate must be no less than the prevailing piece rate for the crop activity or agricultural activity and, if applicable, a distinct work task or tasks performed in that activity in the geographic area, if one has been issued. At the end of the pay period, if the piece rate does not result in average hourly piece rate earnings during the pay period at least equal to the amount the worker would have earned had the worker been paid at the appropriate hourly rate, the employer agrees to supplement the worker's pay at that time so that the worker's earnings are at least as much as the worker would have earned during the pay period if the worker had instead been paid at the appropriate hourly wage rate for each hour worked. 20 CFR 655.120, 655.122(l).

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

12. **FREQUENCY OF PAY:** Employer agrees to pay workers when due based on the frequency disclosed in this clearance order. 20 CFR 655.122(m).
13. **ABANDONMENT OF EMPLOYMENT OR TERMINATION FOR CAUSE:** If a worker voluntarily abandons employment before the end of the contract period, or is terminated for cause, the employer is not responsible for providing or paying for the subsequent transportation and subsistence expenses of that worker, and that worker is not entitled to the three-fourths guarantee, if the employer notifies the U.S. Department of Labor and, if applicable, the Department of Homeland Security, in writing or by any other method specified by the Department of Labor or the Department of Homeland Security in the *Federal Register*, not later than 2 working days after the abandonment or termination occurs. A worker will be deemed to have abandoned the work contract after the worker fails to show up for work at the regularly scheduled time for 5 consecutive work days without the consent of the employer. 20 CFR 655.122(n).
14. **CONTRACT IMPOSSIBILITY:** The work contract may be terminated before the end date of work specified in the work contract if the services of the workers are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes fulfillment of the contract impossible, as determined by the Department of Labor. In the event that the work contract is terminated, the employer agrees to fulfill the three-fourths guarantee for the time that has elapsed from the start date of work specified in the work contract to the date of termination. The employer also agrees that it will make efforts to transfer the worker to other comparable employment acceptable



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to the worker and consistent with existing immigration laws. In situations where a transfer is not affected, the employer agrees to return the worker at the employer's expense to the place from which the worker, disregarding intervening employment, came to work for the employer, or transport the worker to his/her next certified H-2A employer, whichever the worker prefers. The employer will also reimburse the worker the full amount of any deductions made by the employer from the worker's pay for transportation and subsistence expenses to the place of employment. The employer will also pay the worker for any transportation and subsistence expenses incurred by the worker to that employer's place of employment. The amounts the employer will pay for subsistence expenses per day are those amounts disclosed in this clearance order. The amount of the transportation payment must not be less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved. 20 CFR 655.122(o).

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

15. **DEDUCTIONS FROM WORKER'S PAY:** Employer agrees to make all deductions from the worker's paycheck required by law. This job offer discloses all deductions not required by law which the employer will make from the worker's paycheck and all such deductions are reasonable, in accordance with 20 CFR 655.122(p) and 29 CFR part 531. The wage requirements of 20 CFR 655.120 will not be met where undisclosed or unauthorized deductions, rebates, or refunds reduce the wage payment made to the employee below the minimum amounts required under 20 CFR part 655, subpart B, or where the employee fails to receive such amounts free and clear because the employee kicks back directly or indirectly to the employer or to another person for the employer's benefit the whole or part of the wage delivered to the employee. 20 CFR 655.122(p).
16. **DISCLOSURE OF WORK CONTRACT:** Employer agrees to provide a copy of the work contract to an H-2A worker no later than the time at which the worker applies for the visa, or to a worker in corresponding employment no later than on the day work commences. For an H-2A worker coming to the employer from another H-2A employer or who does not require a visa for entry to the United States, the employer agrees to provide a copy of the work contract no later than the time an offer of employment is made to the H-2A worker. A copy of the work contract will be provided to each worker in a language understood by the worker, as necessary or reasonable. In the absence of a separate, written work contract entered into between the employer and the worker, the work contract at minimum will be the terms of this clearance order, including all Addenda, the certified *H-2A Application for Temporary Employment Certification* and any obligations required under 8 U.S.C. 1188, 29 CFR part 501, or 20 CFR part 655, subpart B. 20 CFR 655.122(q).
17. **ADDITIONAL ASSURANCES FOR CLEARANCE ORDERS:**
- A. Employer agrees to provide to workers referred through the clearance system the number of hours of work disclosed in this clearance order for the week beginning with the anticipated first date of need, unless the employer has amended the first date of need at least 10 business days before the original first date of need by so notifying the Order-Holding Office (OHO) in writing (e.g., email notification). The employer understands that it is the responsibility of the SWA to make a record of all notifications and attempt to inform referred workers of the amended first date of need expeditiously. 20 CFR 653.501(c)(3)(i).
- If there is a change to the anticipated first date of need, and the employer fails to notify the OHO at least 10 business days before the original first date of need, the employer agrees that it will pay eligible workers referred through the clearance system the specified rate of pay disclosed in this clearance order for the first week starting with the originally anticipated first date of need or will provide alternative work if such alternative work is stated on the clearance order. 20 CFR 653.501(c)(3)(5).
- B. Employer agrees that no extension of employment beyond the period of employment specified in the clearance order will relieve it from paying the wages already earned, or if specified in the clearance order as a term of employment, providing transportation from the place of employment, as described in paragraph 7.B above. 20 CFR 653.501(c)(3)(ii).
- C. Employer assures that all working conditions comply with applicable Federal and State minimum wage, child labor, social security, health and safety, farm labor contractor registration, and other employment-related laws. 20 CFR 653.501(c)(3)(iii).
- D. Employer agrees to expeditiously notify the OHO or SWA by emailing and telephoning immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over-recruitment, or other factors have changed the terms and conditions of employment. 20 CFR 653.501(c)(3)(iv).
- E. If acting as a farm labor contractor (FLC) or farm labor contractor employee (FLCE) on this clearance order, the employer assures that it has a valid Federal FLC certificate or Federal FLCE identification card and when appropriate, any required State FLC certificate. 20 CFR 653.501(c)(3)(v).
- F. Employer assures that outreach workers will have reasonable access to the workers in the conduct of outreach activities pursuant to 20 CFR 653.107. 20 CFR 653.501(c)(3)(vii).

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

1. Last (family) name * KOHN	2. First (given) name * JENNIFER	3. Middle initial §
4. Title * VICE PRESIDENT		

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5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 1/17/2023
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For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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A.9. Additional Crop or Agricultural Activities and Wage Offer Information

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	APPLES - HARVEST/FRESH	\$ 17 95	Hour	
	APPLES - PROCESSING	\$ 01 00	Piece Rate	Rate PER 1 1/8 BU STANDARD & DWARF TREE. \$16.95/HR BASED ON 16.95 1 1/8 BU. GUARANTEED AEWR OF \$16.95/HR.
	APPLES HARVEST/FRESH WITH STEM CLIPPING	\$ 02 00	Piece Rate	Rate PER 1 1/8 BU STANDARD; DWARF TREE. \$16.95/HR BASED ON 8.48 1 1/8 BU. GUARANTEED AEWR OF \$16.95/HR
	APPLES HARVEST/FRESH SKIM OR CLEAN-UP PICK	\$ 01 50	Piece Rate	PER 1 1/8 BU STANDARD & DWARF TREE. \$16.95/HR BASED ON 11.3 1 1/8 BU. GUARANTEED AEWR OF \$16.95/HR
	APPLES - HARVEST/FRESH	\$ 01 25	Piece Rate	PER 1 1/8 BU STANDARD; DWARF TREE. \$16.95/HR BASED ON 13.56 1 1/8 BU. GUARANTEED AEWR OF \$16.95/HR
	AGRICULTURAL EQUIPMENT OPERATORS	\$ 17 95	Hour	
	GENERAL ORCHARD WORK	\$ 17 95	Hour	
		\$.		
		\$.		
		\$.		

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
CRIST BROS ORCHARDS	SOUTH OHIOVILLE ROAD NEW PALTZ , New York 12561 ULSTER	Take 299 East .2 miles, Right on South Ohioville Road for 3 miles, farm is on left	3/22/2023	1/20/2024	1
CRIST BROS ORCHARDS	997 MILTON TURNPIKE CLINTONDALE , New York 12515 ULSTER	Take RT 299 East .2 miles, Right on South Ohioville Rd for 5 miles, Left on US 44 East for .4 miles, Slight Right on Milton Turnpike for	3/22/2023	1/20/2024	1
CRIST BROS ORCHARDS	195 WILLOW TREE ROAD MILTON , New York 12547 ULSTER	Take 299 East 5.1 miles, Right on US 9W South for 6.5 miles, Right on Willow Tree Rd for .7 miles.	3/22/2023	1/20/2024	1
CRIST BROS ORCHARDS	355 RIDGE ROAD CAMPBELL HALL , New York 10916 ORANGE	RT 747 South 2.6 miles, Right on 207 West for 4.8 miles, Left on Shea Rd. for 1.1 miles, Right onto Sarah Wells Trails for .2 miles, Left	3/22/2023	1/20/2024	1
CRIST BROS ORCHARDS	2241 ALBANY POST ROAD WALDEN , New York 12586 ORANGE	Take RT 299 West 3.8 miles, Left onto Albany Post Rd for 12.2 miles.	3/22/2023	1/20/2024	1
CRIST BROS ORCHARDS	STATE ROUTE 44-55/ HULL AVE/ PICNIC WOODS ROAD CLINTONDALE , New York 12515 ULSTER	Take RT 299 East .2 miles, Right on South Ohioville Rd for 1.5 miles, Left on Station Rd for 0.9 miles. Right on South St 1.4 miles.	3/22/2023	1/20/2024	1
CRIST BROS ORCHARDS	250 HURDS ROAD NEW PALTZ , New York 12561 ULSTER	Take RT 299 East .2 miles, Right on South Ohioville Rd for 2.3 miles, Left on Hurds Rd for 0.2 miles	3/22/2023	1/20/2024	1
CRIST BROS ORCHARDS	1120 PLAINS ROAD WALKKILL, New York 12589 ULSTER	Take RT 299 West .3 miles, Left on S Putt Corners RD for 1.7 miles, Left on NY 32 S for .2 miles. Right on Jansen Rd for 1. mile. Left	3/22/2023	1/20/2024	1

D. Additional Housing Information



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1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	41 & 45 COY ROAD CLINTONDALE, New York 12515 ULSTER		2	23	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	MILLERS LANE (EAST TRAILER) NEW PALTZ, New York 12561 ULSTER		1	26	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	#1,6 House/Trailer at 1140 State Route 44/55, CLINTONDALE, New York 12515 ULSTER		2	14	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	195 WILLOW TREE ROAD MILTON, New York 12547 ULSTER		2	22	<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____

For Public Burden Statement, see the Instructions for Form ETA-790/790A.



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H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Operate tractors, tractor-drawn machinery, forklifts and self-propelled machinery to spray, chop, mow, plant, fertilize or harvest. Drive pickup trucks or vans on the public roads and farm roads only with a valid United States drivers license and employer approval. This may include transportation of coworkers or tools and supplies. Operators will have a minimum of six months of work experience including equipment/vehicle operation. Specifically operator/driver includes tractors, forklifts, vehicles on the road and self propelled machinery such as a platform.</p> <p>Other orchard work including pruning, grafting, wood removal, planting, transplanting, weeding, sickling, hand thinning, trellis construction, training of branches or trunk including tying, taping, bending and general maintenance of apple trees. Use hand tools such as pruners, chainsaws, pole saws, hydraulic or pneumatic pruners, pruning hooks, shears, sickles and shovels. Prepare field for planting including tilling soils, applying fertilizers, picking rocks and roots from tilled fields. Activities include fence or bin or building or equipment repair. Many orchard jobs will also be performed from ladders or a moving mechanical platform in the upper half of the tree with lower parts of the tree tended from the ground. Workers may ride or drive platforms for harvest and/or orchard work.</p> <p>Pick apples by hand on a piece rate basis for the fresh market at \$1.25 per 1 1/8 bu. Pick apples by hand for skim or clean-up picking on a piece rate basis for the fresh market at \$1.50 per 1 1/8 bu. Pick fresh market apples by hand and clip the stem of each apple at \$2.00 per 1 1/8 bu. Pick apples by hand on an hourly basis for miscellaneous picking. All fruit to be handled with care to avoid bruising. Fruit injured by bruising not to exceed 3%. Use of tools such as stem clippers. All fruit to be handled with care to avoid puncture or other damage by stem clippers. Workers trained and instructed to selectively pick mature fruit according to size, color, and other USDA and market standards. Pick apples by hand for the process markets at \$1.00 per 1 1/8 bu box. A minimum productivity standard applies of 108 1 1/8 bu boxes of fresh apples per day or 90 1 1/8 bu boxes of skim or clean-up picking per day or 67 1 1/8 bu boxes of fresh apples with stem clipping per day or 135 1 1/8 bu boxes of process apples per day. Workers must be able to pick tree fruit, much of which is done from ladders or a moving mechanical picking platform with lower branches being picked from the ground. Picked fruit is placed in a metal framed canvas covered picking bucket with canvas straps that slip over the head and rest on the shoulders. Filled buckets weighing up to 50 lbs are emptied into bulk bins with a capacity equal to 20 1 1/8 bushel boxes. Workers required to handle ladders up to 24 feet long and weighing about 2 lbs per foot. Must be able to consistently handle 75 lbs throughout the day. Adjustment to minimum during piece rate work will always adjust to the AEWR.</p>			

b. Job Offer Information 2

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>EMPLOYER WILL PROVIDE TRANSPORTATION, AT NO COST TO THE WORKER, FROM THE EMPLOYER PROVIDED HOUSING TO THE ACTUAL WORKSITE AND RETURN AT THE END OF THE DAY VIA 8 VANS (CAPACITY 15 EACH), 3 BUSES (CAPACITY 44 EACH), BUS (CAPACITY 43), 3 CARS (CAPACITY 5), 1 CAR (CAPACITY 8), 3 CARS (CAPACITY 7), 1 AUTO (CAPACITY 4), 7 TRUCK TRACTOR (CAPACITY 2), 7 PICKUP TRUCKS (CAPACITY 3), 3 PICKUP TRUCKS (CAPACITY 4), 1 PICKUP TRUCK (CAPACITY 6), AND 2 PICK UP TRUCKS (CAPACITY 5).</p>			

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Employer agrees to reimburse inbound transportation and subsistence expenses (\$14.00 per day to a maximum of \$59.00 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 originated, whether in the US or abroad to the place of employment, after the worker has completed 50% of the stipulated period of employment.			

d. Job Offer Information 4

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - null
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Workers will have a 24-hour period of rest in a seven-day period, with the day being variable. A worker may volunteer to work on his or her day of rest and be paid overtime for the work on the day of rest if work is offered. Overtime will be paid at 1.5 times the regular rate of pay for any hours worked in excess of 60 hours and for any hours voluntarily worked on the designated day of rest, unless overtime has already been paid on those hours due to total hours being above 60 hours for the week. If the pay rate is not hourly based, the overtime rate will be 1.5 times the average hourly rate of pay for the week. The employer will not guarantee to pay the worker a bonus but reserves the right, at the employer's sole discretion, to offer a bonus or to pay an hourly wage rate in excess of the highest applicable rate stated above based on longevity of tenure or exceptional job performance. The employer reserves the right, at the employer's sole discretion, to temporarily raise the above listed piece rate due to crop conditions. In the tasks where there is no prevailing practice to pay a piece rate, the employer, at his sole discretion, may opt to pay per hour to ensure a good quality product.			

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H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - null
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Day of rest & start & end time may vary.			

f. Job Offer Information 6

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - null
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Workers must follow all food safety rules including but not limited to hygiene and clothing/jewelry requirements, awareness of external factors impacting the product such as but not limited to blood, broken glass, grease, animal excrement and many other items to be discussed at hire. Workers must also follow all government and employer rules related to COVID-19. These may include time periods of isolation with or without work, a shift in housing accommodations, wearing protective equipment and practicing social distancing. Employer may conduct/require random drug or alcohol tests at employer's expense after hiring, for the safety of themselves and others as they will be operating machinery. Illegal substances are not permitted. Alcohol use during work, breaks or 4 hours prior to work is prohibited. I agree to the posted Crist Bros. Orchards, Inc. code of conduct. While working, cell phone usage is limited to emergency use only. Workers referred as a result of this order must have a minimum of six months verifiable experience in performing the tasks described in this order and be 18 years old or more. Pack and sort apples for the fresh and process markets on an hourly basis. The majority of apples to be packed will be grown by Crist Bros. Orchards, Inc. There may be a small percentage of commercial packing. All fruit to be handled with care to avoid damage such as bruising or cuts. Apples are sorted and packed into many different kinds of packages including bags, totes, returnable plastic containers and boxes. Customer quality standards must be met and may vary by customer. Employee will need to learn and follow changing directions for customer specifications by customer, variety and package. Specifications include color, size and the presence of defects such as a blemish or crack. The type of defect will determine the grade of fruit. This will require close communication with supervisors and continual acceptance of their directions. Some work will be at sorting belts sorting apples, other jobs will be placing apples in packages while doing a final quality check or doing an incoming or finished product fruit quality assessment. Workers will need to stack pallets of 42 lb boxes up to 7 feet high.			

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H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - null
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Packing apples will require the use of many kinds of automated machinery including baggers, tray fillers and sorting belts. Worker must be attentive to human safety and food safety requirements. Worker must be willing to adjust to changing fruit flow or condition and move around the packing house to where the work is located. Must be able to consistently handle 75 lbs throughout the day. Operate forklift, box maker, automated bagging machine or other equipment as instructed. Maintenance and repairs of packing equipment. Cleaning on a daily and weekly basis to maintain a clean workplace and sanitary packing line. This includes the entire facility such as coolers, restrooms and break areas as well as the packing equipment itself.			

h. Job Offer Information 8

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - null
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * If there is any commercial packing done then overtime will be paid over 40 hours for those pay weeks only.			

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H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - null
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Employer will provide or pay the cost of return outbound 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 from which worker has originated, except if the worker prefers not to return to his place from which he has originated and has subsequent employment with an employer. Employer will provide or pay for transportation at no less than the most economical and reasonable common carrier transportation charges for the distances involved.			

j. Job Offer Information 10

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - null
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * New York State Specific Assurances: 3. Housing for Workers: Article 6 of the NYS Labor Law, sections 193.1 and 193.2, prohibit an employer from deducting monies, either through payroll deduction or by separate transaction, any amount or charge which is not authorized by NYS labor law. Therefore, the employer may NOT require workers to reimburse them for damage caused to housing by the individual worker(s) found to have been responsible for the damage. 12. Frequency of Pay: Article 6 of the NYS Labor Law, section 191.1a, requires that employer pay wages weekly to manual workers (farmworkers are manual workers) no later than 7 calendar days after the end of the week in which wages are earned. Therefore, manual workers can be paid weekly or biweekly (up to date; where all days, including payday hours are paid). 15. Deductions from Worker's Pay: Article 6 of the NYS Labor Law, sections 193.1 and 193.2, prohibit an employer from deducting monies, either through payroll deduction or by separate transaction, any amount or charge which is not authorized by NYS labor law. Therefore, the employer may NOT make any other deductions NOT required by law. Additional Assurances: Per the Farm Laborer Fair Labor Protections Act, effective January 1, 2020, all farmworkers, including H-2A foreign guest workers, will earn one and a half times the regular rate for all hours worked over 60, and for any hours voluntarily worked on a workers day of rest. NYS Labor Law section 201g requires that employers adopt a sexual harassment prevention policy. Interactive training and a copy of the written policy must be provided to all workers. The policy must be provided in the language spoken by the workers. Per the New York Paid Sick Leave Law, all employees must be provided sick leave as applicable. Hours earned (up to a prescribed maximum) are rolled over from year to year for seasonal workers. ?Employers with 4 or fewer employees and a net income of less than 1 million in the prior tax year must provide employees with up to 40 hours of unpaid sick leave per year. ?Employers with between 5 and 99 employees and employers with 4 or fewer employees and a net income of greater than 1 million in the prior tax year must provide each employee with up to 40 hours of paid sick leave per year. ?Employers with 100 or more employees will provide up to 56 hours of paid sick leave per year.			

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