

Florida Job Order Print Document

Job Order: **11986297**

Print Date: **7/28/2022 12:20:00 PM**

Office: **CareerSource Gulf Coast - 4112-Franklin Job Center**

LWDB: **CareerSource Gulf Coast**

Employer Information:

Employer Name: **Leavins Seafood, Inc.**

How to Apply: **Provide an Employ Florida Resumé Online or uploaded Resumé (recommended), Via Email, By Phone**

Company Website: **NA**

Application Comments:

Location:

Main Address:

**Leavins Seafood, Inc.
101 Water Street
Apalachicola, FL 32320**

Mailing Address:

**PO BOX 520
Apalachicola, FL 32329**

Contact:

Contact: **F Darren Guillotte**

Phone: **(850) 653-8823 x**

Fax: **(850) 653-8162**

Title: **Plant Manager**

Email: **lsi@fairpoint.net**

Application Comments:

Job Details:

Occupational Code: **51302200 Meat, Poultry, and Fish Cutters and Trimmers**

Job Title: **Oyster Shuckers**

Industry Code: **424460 - Fish and Seafood Merchant Wholesalers**

Number of Positions: **22**

Referrals: **999**

Earliest Date to Display: **08/05/2022**

Last Date Job Order Will Display: **09/26/2022**

Job Order Followup: **09/04/2022**

Job Type: **Temporary**

Job Time Type: **Full Time (30 Hours or More)**

Duration: **Over 150 Days**

Special Job Category:

Job Duties and Skills:

Description:

Work schedule is 7 hours per day Monday through Friday, 7:00 AM until 2:30 PM, 35 hours per week.

Employer may offer more than the stated work hours, depending on weather, business needs, and other conditions. Extreme heat, cold, rain, or drought may affect working hours.

Overtime may be offered and, if worked, will be paid at time and one half the regular hourly rate.

A single workweek will be used to compute wages due. Workers are paid on Friday.

Job duties/description:

Leavins Seafood, Inc. is now hiring 22 Oyster Shuckers to work in 101 Water Street Apalachicola, FL 32320 in Franklin county from 10/17/2022 to 7/15/2023. Perform manual labor to shuck oysters using knife to gently pry open live oysters. Wash silt and muck from fresh oysters. Insert blade using moderate force and vibration if necessary, at the hinge between the two valves. Twist the blade until there is a slight pop. Slide the blade upward to cut the adductor muscle which holds the shell closed, separating the meat from the shell. Inspect oysters and remove clackers, shells, unresponsive/dead oysters and dry, gummy, or smelly meat. Meat will be frozen, canned, packed or otherwise disposed of as deemed necessary. Clean and sanitize work areas, aprons and knives. These jobs involve routine processing, preparing, and cleaning oysters. Drug free workplace. Post-accident drug testing conducted at employer's expense.

Special Requirements:

Requires manual dexterity and prolonged standing. Must lift and carry 25 lbs. Workers must use extreme care using knife as a lever to pry oysters open and shells can split into razor-like shards, both of which can cause injury to hands. Must be 18 years old or older. FDA sanitation standards and requirements including personal hygiene and communicable disease apply. Safety gear that includes, rubber gloves, goggles, apron and cap must be worn at all times. Must pass drug screenings. Saturday and Sunday work required, when necessary. Employer provided uniforms are to be worn at all worksites.

Experience/Education:

No education or experience required.

Place of Employment Information:

Work locations in 101 Water Street Apalachicola, FL 32320 in Franklin county. Employer will offer daily transportation to and from the worksite from a centralized designated pick-up place at no cost to workers. Use of this transportation is voluntary. Workers must report to office for daily work assignments.

Rate and Frequency of Pay:

Wage rate is no less than \$14.27 per hour. Overtime hours vary and are paid at \$21.41 per hour.

Employer may pay a piece rate of \$9.00 per gallon shucked, or \$14.27 per hour, whichever is higher. or applicable piece rate, whichever is higher. If a 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 hourly rate, the worker's pay will be supplemented to increase the earnings to the equivalent hourly level.

Frequency: weekly

Additional Wage Information:

If needed, employer will assist in arranging optional worker-paid lodging for hired foreign and non-local U.S. workers.

U.S. workers hired in connection with this recruitment will be offered at least the same benefits, wages, and working conditions that are offered to visa holding workers.

Employer pays in advance or reimburses workers in the first workweek for all government-mandated and visa-related fees (excluding passport fees). For non-local workers (i.e., residing outside normal commuting distance), employer will reimburse inbound travel costs not already paid in advance no later than upon completion of the first half of the contract (the 50 percent point). Inbound travel includes transportation costs from worker's permanent residence or place of recruitment to the place of employment, a daily subsistence for meals, and reasonable lodging costs, if applicable. Subsistence reimbursements based on rates specified in the Federal Register (currently \$14.00 per day minimum, or \$59.00 per day maximum for workers with acceptable receipts). Transportation reimbursements based on worker's actual cost, not to exceed the most economical common carrier transportation costs for distances involved. Employer provides or pays outbound travel costs to same workers upon completion of the contract period or early dismissal, except where the worker has subsequent employment. Employer guarantees to offer hours equal to at least three-fourths of the workdays in each 12-week period of the total contract period, beginning with the first workday after the worker arrives at the place of employment and ending on the contract end date or any extension thereof. Employer may count all hours worked, as well as any hours offered within the standard work schedule that a worker chooses to not work, up to the maximum number of daily hours on the job order.

Workers who voluntarily abandon employment are not entitled to payment for outbound travel costs or the full three-fourths period guarantee described above.

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

Employer makes all payroll deductions required by law. Employer does not envision other workforce-wide payroll deductions. Voluntary deductions must be pre-authorized in writing and may include the following: Employer will deduct for the reasonable fair market value cost of rent and utilities based on number of occupants for workers who voluntarily elect to live in employer-offered housing. Employer will deduct for reasonable cost of damages and/or replacement of tools and/or equipment) if such repair or replacement results from willful neglect or gross negligence. Employer provides first set of uniforms at no cost to workers. Additional uniforms are available for purchase by the worker. Such purchases are optional and for the worker's benefit.

Type of Job: Full-time, Temporary

Minimum Age: 18

Education Level: No Minimum Education Requirement

Near Public Transportation: No

SWA Contact Information:

This job offer is in connection with an H-2B application.

Job Order:

The referring State Workforce Agency (SWA) office is responsible for informing applicants of the terms and conditions of employment. The SWA should refer only qualified applicants who are able, willing, and available for the contract period. Employer accepts applicants and referrals directly from all sources. Employer makes all employment offers in its sole discretion. Applicants must possess documentation to complete a Form I-9 Employment Eligibility Verification. Apply with employer at: Florida Department of Economic Opportunity (850) 921-3466 or apply at the job order holding office: CareerSource Gulf Coast, 1 Bay Avenue Apalachicola, FL 32320, phone (850) 653-4981.

Special Software/Hardware Skills Needed: **No**

Special Skills:

Job Requirements:

Minimum Age:

Test Done By: **No test required**

Required Tests: **NA**

Hiring Requirements:

Hiring Requirements Other:

Education Level: **No Minimum Education Requirement**

Months of Experience: **0**

Requires a Drivers License: **No**

Near Public Transportation: **No**

Drivers License Certification:

Drivers License Endorsements:

Compensation and Hours:

Minimum Salary: **14.27 Hour**

Maximum Salary: **14.27 Hour**

Pay Comments: **Not Applicable**

Supplemental Compensation: **No**

Hours per Week: **Hours are Specific**

Actual Hours: **35**

Shift: **Day**

Benefits:

Other Benefits: **No Benefits Listed**

Job Order Information to be Displayed Online:

Job Order Information Online: **Company Name is displayed, One-stop staff does not screen applicants**

Job Application Information Needed:**Req Section**

- ☒ Contact Information
- ☐ Employment History ☐ Allow individuals that have never had a job to apply (eg. College graduates)
- ☐ Education History
- ☐ Certifications
- ☐ Desired Job Type

Other Information:

Green Job: **No**

Subsidized by ARRA (Stimulus): **No**

Featured Job: **No**

In an Enterprise Zone: **No**

Federal Contractor: **No**

Court Ordered Affirmative Action: **No**

Job Order is for Veterans Only: **None Selected**

Staff Information:

Category: **Regular (Non Domestic)**

Job Developer Mandatory Listing: **None of the items listed**

Status: **Open and available**

Employer Status: **Open and available**

Reason: **NA**

Future Release From Hold:

Job Offer Disclosure/Información de la oferta de empleo	
English	Spanish
<u>Employer Info:</u>	<u>Información del empleador:</u>
Leavins Seafood, Inc.	Leavins Seafood, Inc.
F. Darren Guillotte	F. Darren Guillotte
Mailing Address: P.O. Box 520, Apalachicola, FL 32329 Physical Address: 101 Water Street, Apalachicola, FL 32320	Dirección de correo: P.O. Box 520, Apalachicola, FL 32329 Dirección física: 101 Water Street, Apalachicola, FL 32320
FEIN: 59-1593324	Número de Identificación Patronal: 59-1593324
E-mail: lsi@fairpoint.net	Correo electrónico: lsi@fairpoint.net
Phone: (850) 653-8823	Teléfono: (850) 653-8823
<u>Job Title:</u> Oyster Shuckers	<u>Título del empleo:</u> Abridores de ostras
<u>OES/Occupation Code:</u> 51-3022	<u>Código de la ocupación:</u> 51-3022
<u>OES Title:</u> Meat, Poultry, and Fish Cutters and Trimmers	<u>Título de la ocupación:</u> Cortadores y recortadores de carne, aves y pescado
<u>Industry Code:</u> 42446 Fish and Seafood Merchant Wholesalers	<u>Código industrial:</u> 42446 Comerciantes mayoristas de pescados y mariscos
<u>Number of Workers Requested:</u>	<u>Número de trabajadores solicitados:</u>
A total of 22 job openings are available.	Un total de 22 posiciones de empleo están disponibles.
<u>Period of Employment:</u>	<u>Periodo del empleo:</u>
Between 10/17/2022 and 7/15/2023	Entre 10/17/2022 y 7/15/2023
<u>Work Schedule:</u>	<u>Horario del empleo:</u>
Work schedule is 7 hours per day Monday through Friday, 7:00 AM until 2:30 PM, 35 hours per week. Employer may offer more than the stated work hours, depending on weather, business needs, and other conditions. Extreme heat, cold, rain, or drought may affect working hours. Overtime may be offered and, if worked, will be paid at time and one half the regular hourly rate. A single workweek will be used to compute wages due. Workers are paid on Friday.	La jornada laboral es de 7 horas al día de Lunes a Viernes, desde las 7:00 AM hasta las 2:30 PM, 35 horas por semana. El empleador podrá ofrecer más horas de las especificadas, dependiendo del clima, necesidad de la empresa y otras condiciones. El extremo calor, frío, lluvia o sequía podrán afectar las horas de trabajo. Se les puede ofrecer horas extras y, si se trabajan, se pagarán a una vez y media del pago regular por hora. Se usará una sola semana de trabajo para calcular los salarios a pagar. A los trabajadores se les paga los Viernes.
<u>Job duties/description:</u>	<u>Labores del empleo/descripción:</u>
Leavins Seafood, Inc. is now hiring 22 Oyster Shuckers to work in 101 Water Street Apalachicola, FL 32320 in Franklin county from 10/17/2022 to 7/15/2023. Perform manual labor to shuck oysters using knife to gently pry open live oysters. Wash silt and muck from fresh oysters. Insert blade using moderate force and vibration if necessary, at the hinge between the two valves. Twist the blade until there is a slight pop. Slide the blade upward to cut the adductor muscle which holds the shell closed, separating the meat from the shell. Inspect oysters and remove clackers, shells, unresponsive/dead oysters and dry, gummy, or smelly meat. Meat will be frozen, canned, packed or otherwise	Leavins Seafood, Inc. ahora está contratando a 22 abridores de ostras en 101 Water Street Apalachicola, FL 32320 en el condado Franklin desde el 10/17/2022 hasta el 7/15/2023. Realizar trabajo manual para abrir las ostras utilizando cuchillo para abrir cuidadosamente ostras vivas. Lavar el cieno y el lodo de las ostras frescas. Insertar la cuchilla usando fuerza y vibración moderada si es necesario, en la bisagra entre las dos conchas. Girar la cuchilla hasta que haga el sonido "pop". Deslizar la cuchilla hacia arriba para cortar el músculo aductor que sostiene la concha cerrada, sacando la carne de la concha. Inspeccionar las ostras y quitar las "clackers" (ostras muertas), conchas, ostras muertas y secas o carne gomosa o maloliente. La carne será

disposed of as deemed necessary. Clean and sanitize work areas, aprons and knives. These jobs involve routine processing, preparing, and cleaning oysters. Drug free workplace. Post-accident drug testing conducted at employer's expense.	congelada, enlatada, empacada o si no desechada cuando se considere necesario. Limpiar y desinfectar las áreas de trabajo, los delantales y cuchillos. Estos trabajos incluyen el procesamiento, preparación y limpieza rutinarios de ostras. Es un lugar de trabajo libre de drogas. Las pruebas de drogas después de cualquier accidente se realizan por cuenta del empleador.
<u>Special Requirements:</u>	<u>Requisitos especiales:</u>
Requires manual dexterity and prolonged standing. Must lift and carry 25 lbs. Workers must use extreme care using knife as a lever to pry oysters open and shells can split into razor-like shards, both of which can cause injury to hands. Must be 18 years old or older. FDA sanitation standards and requirements including personal hygiene and communicable disease apply. Safety gear that includes, rubber gloves, goggles, apron and cap must be worn at all times. Must pass drug screenings. Saturday and Sunday work required, when necessary. Employer provided uniforms are to be worn at all worksites.	Se requiere destreza manual y estar de pie prolongadamente. Debe levantar y cargar 25 libras. Los trabajadores deben tener mucho cuidado con el cuchillo como palanca para abrir las ostras y con las conchas que se pueden dividir en fragmentos como cuchillas, ambas pueden causar lesiones en las manos. Debe tener 18 años de edad o más. Aplican las normas y requisitos de la FDA, incluyendo las de higiene personal y enfermedades transmisibles. El equipo de seguridad que incluye guantes de goma (caucho), gafas protectoras, delantal y gorra deben usarse en todo momento. Deben pasar las pruebas de drogas. Se requiere trabajar los sábados y domingos, cuando necesario. Deben usar los uniformes proporcionados por el empleador en todos los sitios de trabajo.
<u>Experience/Education:</u>	<u>Experiencia/Educación:</u>
No education or experience required.	No se requiere educación o experiencia.
<u>Place of Employment Information:</u>	<u>Información del sitio de empleo:</u>
Work locations in 101 Water Street Apalachicola, FL 32320 in Franklin county. Employer will offer daily transportation to and from the worksite from a centralized designated pick-up place at no cost to workers. Use of this transportation is voluntary. Workers must report to office for daily work assignments.	Sitios del empleo en 101 Water Street Apalachicola, FL 32320 en el condado Franklin. El empleador ofrecerá transporte diario hasta y desde el sitio de trabajo en un área central designada para recoger a los trabajadores sin ningún costo. El uso del transporte es voluntario. Los trabajadores deben reportarse a la oficina para recibir las asignaciones de sus labores diarias.
<u>Rate and Frequency of Pay:</u>	<u>Salario y frecuencia de pago:</u>
Wage rate is no less than \$14.27 per hour. Overtime hours vary and are paid at \$21.41 per hour. Employer may pay a piece rate of \$9.00 per gallon shucked, or \$14.27 per hour, whichever is higher. or applicable piece rate, whichever is higher. If a 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 hourly rate, the worker's pay will be supplemented to increase the earnings to the equivalent hourly level. Frequency: weekly	El salario no será menos de \$14.27 por hora. Las horas extras varían y se pagan a \$21.41 por hora. El empleador puede pagar un salario por unidad de \$9.00 por galón o \$14.27/hora, lo que sea más alto, o el pago por unidad aplicable, el que sea el más alto. Si el salario por unidad no resulta en el pago promedio por hora durante el período de pago, al menos igual a la cantidad que el trabajador hubiera ganado si se le hubiera pagado el salario por hora, el pago se le complementará para aumentarle los ingresos al nivel equivalente por hora. Frecuencia: semanal
<u>Additional Wage Information:</u>	<u>Información adicional del salario:</u>
If needed, employer will assist in arranging optional worker-paid lodging for hired foreign and non-local U.S. workers.	Si es necesario, el empleador le ayudará a encontrar vivienda opcional, pagada por el trabajador, a cualquier trabajador contratado extranjero y de EE.UU. que no sea local.

U.S. workers hired in connection with this recruitment will be offered at least the same benefits, wages, and working conditions that are offered to visa holding workers. Employer pays in advance or reimburses workers in the first workweek for all government-mandated and visa-related fees (excluding passport fees). For non-local workers (i.e., residing outside normal commuting distance), employer will reimburse inbound travel costs not already paid in advance no later than upon completion of the first half of the contract (the 50 percent point). Inbound travel includes transportation costs from worker's permanent residence or place of recruitment to the place of employment, a daily subsistence for meals, and reasonable lodging costs, if applicable. Subsistence reimbursements based on rates specified in the Federal Register (currently \$14.00 per day minimum, or \$59.00 per day maximum for workers with acceptable receipts). Transportation reimbursements based on worker's actual cost, not to exceed the most economical common carrier transportation costs for distances involved. Employer provides or pays outbound travel costs to same workers upon completion of the contract period or early dismissal, except where the worker has subsequent employment. Employer guarantees to offer hours equal to at least three-fourths of the workdays in each 12-week period of the total contract period, beginning with the first workday after the worker arrives at the place of employment and ending on the contract end date or any extension thereof. Employer may count all hours worked, as well as any hours offered within the standard work schedule that a worker chooses to not work, up to the maximum number of daily hours on the job order. Workers who voluntarily abandon employment are not entitled to payment for outbound travel costs or the full three-fourths period guarantee described above. Employer will provide without charge company-specific uniform and all tools, supplies and equipment necessary to perform duties assigned. Employer makes all payroll deductions required by law. Employer does not envision other workforce-wide payroll deductions. Voluntary deductions must be pre-authorized in writing and may include the following: Employer will deduct for the reasonable fair market value cost of rent and utilities based on number of occupants for workers who voluntarily elect to live in employer-offered housing. Employer will deduct for reasonable cost of damages and/or replacement of tools and/or	A los trabajadores estadounidenses relacionados con este reclutamiento se les ofrecen al menos los mismos beneficios, salarios y condiciones de empleo que a los trabajadores con visa. El empleador les pagará o reembolsará a los trabajadores por adelantado la primera semana de trabajo, por todos los costos establecidos por el gobierno y los gastos relacionados con la visa (excluyendo el costo del pasaporte). Para los trabajadores que no son locales (por ejemplo, los que viven fuera del área normal de distancia para llegar al trabajo diariamente), el empleador le reembolsará al trabajador los costos para llegar al sitio de trabajo que ya no se le hayan pagado anteriormente, no después de haber terminado la primera mitad del contrato (el punto del 50 por ciento). Los gastos para llegar al sitio de trabajo incluyendo los costos de transporte desde la vivienda permanente del trabajador o desde el lugar de reclutamiento hasta el sitio del trabajo, los viáticos diarios para comidas y el costo razonable del hospedaje, si aplica. El reembolso de los viáticos se basa en las cuotas especificadas en el Registro Federal (actualmente el mínimo es de \$14.00 por día, o un máximo de \$59.00 por día para los trabajadores que presenten recibos aceptables). El reembolso por transporte se basa en el gasto real del trabajador, que no debe de exceder el costo más económico y común de transporte para las distancias involucradas. El empleador provee o paga por los costos de transporte de regreso, a los mismos trabajadores al finalizar el período del contrato o al retirarlos tempranamente, excepto cuando el trabajador tiene un siguiente empleo. El empleador garantiza ofrecer al menos tres cuartos de las horas de trabajo diarias en cada 12 semanas del contrato total, empezando con el primer día de trabajo después que el trabajador llegue al sitio de trabajo y terminando con el día del contrato o cualquier extensión posterior. El empleador podrá contar todas las horas trabajadas, incluyendo las horas ofrecidas en el horario de trabajo normal, aunque el trabajador decida no trabajarlas, hasta el número máximo de las horas diarias en la orden de trabajo. Los trabajadores que voluntariamente abandonen el empleo no tendrán derecho a los pagos de transporte de regreso o a la garantía del período de los tres cuartos descrita anteriormente. El empleador proveerá uniformes-exclusivos de la compañía y sin cargo las herramientas, suministros y equipos necesarios para desempeñar los trabajos asignados. El empleador hace todas las deducciones requeridas por ley del pago de nómina. El empleador no anticipa otras deducciones de la nómina de pago relacionadas con el trabajo. Las deducciones voluntarias deben ser
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equipment) if such repair or replacement results from willful neglect or gross negligence. Employer provides first set of uniforms at no cost to workers. Additional uniforms are available for purchase by the worker. Such purchases are optional and for the worker's benefit. Type of Job: Full-time, Temporary Minimum Age: 18 Education Level: No Minimum Education Requirement Near Public Transportation: No	preautorizadas por escrito y podrán incluir las siguientes: El empleador deducirá el valor justo razonable del mercado por la renta y utilidades basado en el número de ocupantes para los trabajadores que voluntariamente elijan vivir en la vivienda ofrecida por el empleador. El empleador aplicará una deducción al empleado por el costo razonable debido a daños y/o reemplazo de herramientas y/o equipo, si dicha reparación o reemplazo resulta de negligencia grave o intencional por parte del trabajador. El empleador provee el primer set de uniformes sin costo a los trabajadores. Los uniformes adicionales están disponibles para la compra del trabajador. Tales compras son opcionales y para el beneficio del trabajador. Tipo de Trabajo: Tiempo completo, Temporal Edad Mínima: 18 Nivel de Educación: No existen requisitos de educación mínima. Transporte Público Cercano: No
<u>SWA Contact Information:</u> This job offer is in connection with an H-2B application. Job Order: The referring State Workforce Agency (SWA) office is responsible for informing applicants of the terms and conditions of employment. The SWA should refer only qualified applicants who are able, willing, and available for the contract period. Employer accepts applicants and referrals directly from all sources. Employer makes all employment offers in its sole discretion. Applicants must possess documentation to complete a Form I-9 Employment Eligibility Verification. Apply with employer at: Florida Department of Economic Opportunity (850) 921-3466 or apply at the job order holding office: CareerSource Gulf Coast, 1 Bay Avenue Apalachicola, FL 32320, phone (850) 653-4981.	<u>Información para contactar la agencia estatal de empleo:</u> Esta oferta de trabajo está relacionada con una solicitud H-2B. Orden de Trabajo: La oficina de trabajo (SWA, o State Workforce Agency) es responsable de informar a los solicitantes sobre los términos y condiciones del empleo. La oficina del SWA solo debe referir a los solicitantes calificados que sean capaces, estén dispuestos y disponibles para el periodo del contrato. El empleador acepta solicitantes directamente de toda procedencia. El empleador hace todas las ofertas de trabajo a su discreción. Los solicitantes deben poseer documentación para llenar la Forma I-9 de verificación de empleo. Aplicar con el empleador en: Florida Department of Economic Opportunity (850) 921-3466 o aplique en la oficina de trabajo: CareerSource Gulf Coast, 1 Bay Avenue Apalachicola, FL 32320, teléfono (850) 653-4981.
<u>Workers' Compensation Insurance Provided:</u> Workers Compensation Insurance Carrier: Amerisure Mutual Insurance Company Whom to Notify in Case of Injury: Barbara Mabrey, (850) 653-8823 Notify employer of injury within: 2 years	<u>Seguro de indemnización que se les provee a los trabajadores:</u> Proveedor: Amerisure Mutual Insurance Company A quién notificar en caso de una lesión: Barbara Mabrey, (850) 653-8823 Notifique al empleador sobre cualquier lesión en menos de: 2 años
<u>Unemployment compensation insurance not provided for visa holding workers.</u>	<u>No se les provee el seguro de desempleo a los trabajadores con visas.</u>
<u>Recruiter Information:</u> Solstice International Consulting, LC 209 Flecha Lane	<u>Información del reclutador:</u> Solstice International Consulting, LC 209 Flecha Lane

Laredo, TX 78045	Laredo, TX 78045
If there are any discrepancies or differences in interpretation between the English and Spanish versions of this disclosure, the English version will be considered the correct version.	En el caso de que surjan dudas o diferencias con respecto a la interpretación de la información entre la versión en Inglés y en Español, la versión en Inglés se considerará la versión correcta.