

VIRGINIA EMPLOYMENT COMMISSION

MEMORANDUM TO:

DATE 1-12-2011

Florida <u>X</u>	North Carolina <u>X</u>	Kentucky <u>X</u>	Pennsylvania <u>X</u>
Texas <u>X</u>	South Carolina <u>X</u>	West Va. <u>X</u>	Maryland <u>X</u>
Georgia <u>X</u>	Puerto Rico <u>X</u>	Delaware <u>X</u>	Other <u>Alabama</u>

FROM: Rural Services Manager
Virginia Employment Commission
P. O. Box 1358
Richmond, Virginia 23211

SUBJECT: Request for Extension of Clearance Order No. 193129

Extension is requested for the 1 cop(ies) of the order which is/are attached,

dated 1-05-11 for 10 (No. of Openings), 45-2092-01 Nurse Worker (Occupational Title and Code)

to be sent to the offices of your choice.

COMMENTS: Please indicate below the action taken by your office.

[Signature]
(signature)

* * * * *

DATE _____

The above request has been reviewed and action taken as indicated below:

ACCEPTED _____ Location(s) to which extend:

REJECTED _____ Reason for Rejection: _____

COMMENTS:

Number of additional copies required. _____

(signature)

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

U.S. Department of Labor
Employment and Training Administration
 OMB. Approval No. 1205-0134, Expires 11/30/2012

<p>1. Employer's Name and Address (Number, Street, City, State, Zip Code, and telephone number)/ Nombre y Dirección del Empleador (Numero, calle, ciudad, código postal y teléfono)</p> <p>Abernethy & Spencer Greenhouses LLC (540) 338-9118 18035 Lincoln Road, Purcellville, VA 20132</p>	<p>Numbers 4, 5, 6, 7 and 8 for State use only.</p>								
<p>2. Location and Direction to Work Site/Dirección del lugar de trabajo</p> <p>18035 Lincoln Rd, Purcellville, VA 20132 From Leesburg, VA-7 West to State Hwy 287, exit Purcellville keep left at fork, left at Berlin Turnpike/VA 287, right at E. Main ST/VA-7, left at 10th St/S Maple Ave/VA-722, cont. to job site location on the right. *See Attachment (If additional space is needed, use separate sheet of paper)</p>	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:50%;">4. Industry Code/Código de Industria 111421</td> <td style="width:50%;">5. Job Order #/No. Orden de Empleo 193129</td> </tr> <tr> <td colspan="2">6. Occupational Title and Code /Título Ocupacional y Código 45-2092-01 Nursery Worker</td> </tr> <tr> <td colspan="2">7. Clearance Order Issue Date / Fecha de Tramite 1-05-11</td> </tr> <tr> <td colspan="2">8. Job Order Expiration Date / Fecha de vencimiento 7-15-11</td> </tr> </table>	4. Industry Code/Código de Industria 111421	5. Job Order #/No. Orden de Empleo 193129	6. Occupational Title and Code /Título Ocupacional y Código 45-2092-01 Nursery Worker		7. Clearance Order Issue Date / Fecha de Tramite 1-05-11		8. Job Order Expiration Date / Fecha de vencimiento 7-15-11	
4. Industry Code/Código de Industria 111421	5. Job Order #/No. Orden de Empleo 193129								
6. Occupational Title and Code /Título Ocupacional y Código 45-2092-01 Nursery Worker									
7. Clearance Order Issue Date / Fecha de Tramite 1-05-11									
8. Job Order Expiration Date / Fecha de vencimiento 7-15-11									
<p>3. Location and Description of Housing / Dirección y Descripción de la Vivienda</p> <p>18035 Lincoln Rd, Purcellville, VA 20132 Residential Dormitory with Kitchen and bathroom.</p> <p>*See Attachment</p> <p>(If additional space is needed, use separate sheet of paper). / Si necesita más espacio, utilice documento adicional.)</p>	<p>9. Anticipated Period of Employment / Periodo Anticipado de Empleo 03/01/2011 12/01/2011 From/ Desde: To/Hasta:</p> <p>10. No. of Worker's Requested / No. de Trabajadores Pedidos 10</p> <p>11. Anticipated Hours of Work per Week/Horas Anticipadas de Trabajo por Semana. Total: <u>40</u> Sunday / Domingo ^o _____ Monday / Lunes ^o _____ Tuesday / Martes ^o _____ Wednesday / Miércoles ^o _____ Thursday / Jueves ^o _____ Friday / Viernes ^o _____ Saturday / Sábado ^o _____ *See Attachment</p> <p>12. Collect Calls Accepted from/Se Aceptan Llamadas a Cobrar de:</p> <p>Employer / El Empleador Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Local Office / La Oficina Local Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>								

13. Board Arrangements / Arreglo de Alojamiento
House *See Attachment

14. Referral Instructions / Instrucciones para el Referimiento de Candidatos
David Lohmann 540-454-6403 Interviews will be conducted by appointment.

15. Job Specifications / Descripción del Trabajo
 Prepare trees/shrubs for digging; dig, wrap burlap, etc around root balls; lift, carry, load/unload nursery stock & supplies; prepare fields for planting; plant seedlings; straighten, tie, prune & shear trees/shrubs: *See Attachment
 (If more space is needed, summary of Material Job Specifications in ENGLISH can be included in separate document, and may also be included in SPANISH)

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

Crop Activities / Cultivos	Hourly Wage	Piece Rate / Unit(s)	Special Pay (bonus, etc.)	Deductions /	YES / SI	NO	Pay Period / Periodo de Pago
	Salario por Hora	Pago por Pieza / Unidad(es)	Pagos Especiales (Bono, etc.)	Deducciones			
Greenhouse/Field Worker	\$ 9.59	\$ N/A	N/A	Social Security / Seguro Social	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Weekly / Semanal <input checked="" type="checkbox"/>
	\$	\$		Federal Tax Impuestos Federales	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	\$	\$		State Tax Impuestos Estatales	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bi-weekly / cada 2 semanas <input type="checkbox"/>
	\$	\$		Meals / Comidas	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
	\$	\$		Other (specify)/ Otro	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Other / Otro <input type="checkbox"/>

More Details About the Pay / Mas Detalles Sobre el Pago
 *See attachment
 (If additional space is needed, use separate sheet of paper. / Si necesita más espacio, utilice documento adicional.)

17. Transportation Arrangements / Arreglos de Transportación

Transportation Provided *See Attachment

(If additional space is needed, use separate sheet of paper. / Si necesita más espacio, utilice documento adicional.)

18. Is it the prevailing practice to use Farm Labor Contractors (FLC) to recruit, supervise, transport, house, or pay workers for this (these) crop activity(ies)? Es la costumbre en el área de usar Contratistas Agrícolas para reclutar, supervisar, transportar, dar vivienda, o pagarle a los trabajadores en estos tipos de cosecha(s)? Yes / Si No

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

19. Unemployment insurance provided? Seguro de Desempleo? Yes No

20. Workers' compensation insurance provided? Indemnización por accidente de trabajo: Yes No

21. Are tools provided at no charge to the workers? / Se le proveen las herramientas de trabajo a los trabajadores sin cargo alguno? Yes No

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

23. 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 las operaciones por parte de los empleados en el lugar de empleo. (Si no hay, indique "Ninguno")

N/A

24. Address of Order Holding Office (include Telephone number)/Dirección de la Oficina donde se Radica la Oferta (incluya numero de teléfono)

100 Premiere Place
Winchester, VA 22602 (540) 722-3415

25. Name of Local Office Representative (include direct dial telephone number) / Nombre del Representante de la Oficina Local (incluya numero de teléfono)

Farm Placement Specialist
(540) 722-3415

26. 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 de trabajo, y contiene todos los materiales, términos, y condiciones ofrecidos.

Employer's Signature & Title/ Firma y Título del Empleador

Manager

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 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 One-Stop Career Center constitute a contractual job offer to which the One-Stop Career Center, ETA or a State agency is in any way a party.

Public Burden Statement

Public reporting burden for the ETA Form 790 is estimated to be approximately 60 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and reviewing the collection. Respondents' obligation to reply to these requirements is obligatory by 28 CFR 653.506 and 44 U.S.C. 3501. Persons are not required to respond to this collection of information unless it displays a currently valid OMB Control Number. Public reporting burden for this collection is estimated to average 8 minutes per response, including the time to review instructions, search existing data sources, gather and maintain the data needed, and complete and review the collection of information. 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, Migrant and Seasonal Farmworker Program, Room S4209, 200 Constitution Avenue, NW, Washington, DC 20210.

ETA Form 790 Attachment

Item 2 – Location and Directions of Work Site

Location: 18035 Lincoln Road, Purcellville, VA 20132

Directions: From Leesburg, VA-7 West to State Hwy 287, exit Purcellville keep left at fork, left at Berlin Turnpike/VA 287, right at E. Main ST/VA-7, left at 10th St/S Maple Ave/VA-722, cont. to job site location on the right.

Item 3- Location and Description of Housing

FIRST LOCATION:

Location: 18035 Lincoln Road, Purcellville, VA 20132

Description: Residential Dormitory with kitchen and bathroom.

Available housing is for: Single Workers

Description: Housing will be clean and in compliance with OSHA Housing Standards at 29 CFR 1910.142 when occupied. Workers will be responsible for maintaining housing in a neat, clean manner. Employer retains possession and control of the housing premises at all times and worker, if provided housing under the terms of this work agreement. Housing and utilities are provided at no cost to the workers who are unable to return to their place of residence the same day.

Item 11- Anticipated Hours of Work per Week

8 hours per day is normal. The worker may be requested, but not required, to work 8 hours per day and/or on the Sabbath depending upon the conditions of the crop.

Item 13- Board Arrangements

Employer will furnish free and convenient cooking and kitchen facilities so that the workers may prepare their own meals. Employer will provide (on a voluntary basis) transportation for workers to and from a store at least once a week for supplies.

Item 14- Referral Instructions

Referrals of individuals shall be made through the order holding office of the Virginia Employment Commission in order to ascertain current employment, crop or housing information to enable proper arrangements to be made.

Interviews either in person or by telephone will be conducted by the employer by appointment. Employer is to be contacted at the following address and phone number:

Abernethy & Spencer Greenhouses LLC

18035 Lincoln Road
Purcellville, VA 20132

Contact: David Lohmann (540)-454-6403

Order Holding Office: 100 Premier Place
Winchester, VA 22602
540-722-3415

Employer agrees to interview all US workers referred by the State Employment Services who have been screened by such employment services for:

1. Availability for entire season
2. Have transportation to jobsite
3. Have been fully apprised by the local employment office of the terms, conditions and nature of employment

Item 15- Job Specifications

Prepare trees/shrubs for digging; dig, wrap burlap, etc around root balls; lift, carry, load/unload nursery stock & supplies; prepare fields for planting; plant seedlings; straighten, tie, prune & shear trees/shrubs

Item 15a- Job Specifications in Spanish

Prepare árboles/arbustos para cavar; excavación, envuelve arpillera, etc alrededor de pelotas de raíz; levanta, lleva, carga/descarga existencias y artículos del vivero; prepare campos para plantar; planta plantones; ponga derecho, atar, podar & cortar con tijeras árboles/arbustos

Item 16- Wage Rates, Special Pay Information and Deductions

- The Adverse effect wage rate of \$9.59 or a higher Prevailing Wage Rate if applicable is guaranteed as a minimum. If the worker's piece rate earnings for a pay period result in average hourly earnings of less than the guaranteed rate, the worker will be provided make-up pay to the guaranteed minimum rate.
- Employer will make the following deductions:
 FICA State Taxes Federal Taxes Advances Meals Other
- Reasonable repair cost of damage, other than that caused by normal wear and tear, will be deducted from the earnings of workers found to have been responsible for damage to housing or furnishings
- Employer will not pay the worker a bonus.
- Employer guarantees to offer employment for a minimum of ¼ of the workdays of the total specified period during which the work contract and all extensions thereof are in effect, beginning with the first day after worker arrives at the place of employment and ending on the expiration date specified in the work contract or extensions thereof. In Act

of God terminations (i.e. frost, flood, drought, hail, etc...), the ¼ guarantee period ends on the date of termination. Worker is not required to work more than 8 hours per day except when otherwise stated in the job order or on the worker's Sabbath or Federal Holidays to meet the guarantee period.

-The employer will provide to workers referred through the clearance system 40 hours of work for the week beginning with the anticipated date of need, unless the employer has amended the date of need at least 10 working days prior to the original date of need by notifying the order-holding office. If the employer fails to notify the order-holding office at least 10 working days prior to the original date of need the employer shall pay eligible workers referred through the clearance system \$9.59 per hour for the first week starting with the originally anticipated date of need. Employer will not require workers to perform alternative work if the guarantee cited in this section is invoked.

- Employer will offer a total of \$383.60 as the starting wage for the first week.

- Payroll periods will be weekly.

Item 17- Transportation Arrangements

After worker has completed 50% of work contract period, employer shall reimburse worker for reasonable costs incurred by the worker for transportation and daily subsistence from the place from which the worker has come to the place of work. Upon completion of the work contract, employer will pay reasonable costs of return transportation and subsistence (**travel reimbursement subsistence will be the minimum amount of \$10.64 without receipts per 24-hour period of travel and the maximum amount will be \$46.00 per day with receipts**) from the place of employment to the place from which the worker departed to work for the employer, except when the worker will not be returning to the place of recruitment, due to subsequent employment with another employer who agrees to pay such costs, in which case this employer only pays for the transportation to the next job. The amount of the transportation payment will be equal to the most economical and reasonable similar common carrier transportation charges for the distances involved. Free transportation will be provided from the housing location to the work site and return each day.

Other Conditions of Employment

- **Termination:** Employer may terminate the worker with notification to the Employment Service local office if the worker: a) refuses without justified cause to perform work for which the worker was recruited and hired; b) commits serious acts of misconduct.

In the event of termination for medical reasons occurring after arrival on the job, or occurring as a result of employment, or in the event of termination resulting from an Act of God, the employer will provide or pay reasonable costs of return transportation and subsistence to the place of recruitment and reimburse worker for reasonable costs of return transportation and subsistence to the place of recruitment and reimburse worker for reasonable costs of transportation and subsistence incurred by the worker to get to the place of employment.

- **Tools & Equipment:** Employer will furnish, without cost, all tools, supplies, or equipment required in the performance of work.

-Injuries: Worker will be covered by Workers Compensation Insurance or equivalent employer provided insurance for injuries arising out of and in the course of employment. Employer's proof of insurance coverage will be provided to the Regional Administrator before certification is granted.

-Employer Obligation if Employment Extended: No extension of employment beyond the period of employment specified in the job order shall relieve the employer from paying the wages already earned, or, if specified in the job order as a term of employment, providing return transportation or paying return transportation expenses to the worker.

-Employer Notification of Changes in Employment Terms and Conditions: Employer will expeditiously notify the order holding office or 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.

-Outreach Workers: Outreach workers shall have reasonable access to the worker in the conduct of outreach activities pursuant to 20 CFR 653.107 and 20 CFR 653.501 (xvi).

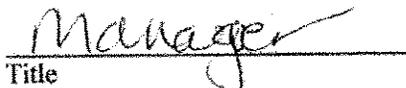
-Work Agreement: A copy of the contract or Job Clearance Order will be provided to the worker by the employer no later than on the day the work commences.

-Wage Statements: Employer will furnish to the worker on or before each pay day written statements showing the hours actually worked by the worker and the worker's total earnings for the pay period. Such statements will comply with DOL requirements.

-Other: Employer agrees to abide by the regulations at 20 CFR 655.103, Assurances, and 20 CFR 653.501.



Signature



Title

H-2A ASSURANCES (20 CFR 655.135)

By filing a temporary labor certification application, the employer agrees to abide by the H-2A regulations and makes the following assurances:

- A) Labor Disputes: The specific job opportunity for which the employer is requesting is not vacant because the former applicant is on strike or being locked out in the course of a labor dispute.
- B) Employment Related Laws: During the period for which the temporary alien agricultural labor certification is granted, the employer shall comply with applicable federal, state, and local employment related laws and regulations, including employment health and safety laws.
- C) Rejections and Terminations of U.S. Workers: No U.S. workers will be rejected for or terminated from employment for other than lawful job related reasons, and notification of all rejections or terminations shall be made to the appropriate ES office.
- D) Recruitment of U.S. Workers: The employer shall engage in positive recruitment of U.S. workers until the foreign workers have departed for the employer's place of employment and shall cooperate with the Employment Service System (ES) in the active recruitment of U.S. workers by:
 - (1) Assisting the ES System in preparing local, intra- and interstate job orders, using the information supplied and the employer's job offer, for clearance purposes to nearby states, if deemed necessary by the Department of Labor Regional Administrator (RA);
 - (2) Placing advertisements (in a language other than English, where the RA determines appropriate) for the job duties in a local newspaper of general circulation and/or on the local radio station, as required by the RA;
 - (i) Each such advertisement shall describe the nature and anticipated duration of the job opportunity; offer at least the prevailing wage rate; give the $\frac{3}{4}$ guarantee; state that work tools, supplies and equipment will be provided by the employer; state that housing will also be provided; and that transportation and subsistence expenses to the worksite be provided or paid by the employer upon completion of 50% of the work contract, or earlier if appropriate; and

- (ii) Each such advertisement shall direct interested workers to apply for the job opportunity at the local service office in their area.
 - (3) Cooperating and coordinating with the State Workforce Agency (SWA) with respect to recruitment efforts, including on-site recruitment and interviews in the local ES office and telephone interviews of able, willing and qualified eligible U.S. workers.
- E) Fifty Percent Rule: The employer shall provide employment to any qualified, eligible U.S. worker who applies to the employer until 50 percent of the period of the work contract has elapsed. Start of the work contract timeline is calculated from the first date of need stated on the Application for Temporary Employment Certification under which the foreign worker who is in the job was hired. In addition, the employer shall offer to provide housing and other benefits, wages, and working conditions required by the H-2A regulations to any U.S. worker referred or transferred pursuant to this assurance.
- F) Other Recruitment: The employer shall perform the specific recruitment and reporting activities specified by the RA, and shall engage in positive recruitment of U.S. workers to an extent (with respect to both effort and location) no less than that of non-H-2A agricultural employers of comparable or smaller size in the area of employment. When it is the prevailing practice in the area of employment and for the occupation for non-H-2A agricultural employers to secure U.S. workers through farm labor contractors and to compensate farm labor contractors with an override for their services, the employer shall make the same level of effort as non-H-2A agricultural employers and shall provide an override which is no less than that being provided by non-H-2A agricultural employers. Where the employer has centralized cooking and eating facilities designed to feed the workers, the employer shall not be required to provide meals through an override. The employer shall not be required to provide housing through an override.
- G) Retaliation Prohibited: The employer shall not intimidate, threaten, restrain, coerce, blacklist, discharge, or in any manner discriminate against any person who has with just cause:
- (1) Filed a complaint under or related to 216 if the INA (8 U.S.C. 1186), or this subpart or any DOL regulation promulgated to 216 of the INA;
 - (2) Instituted or cause to be instituted any proceeding under or related to 216 of the INA (8 U.S.C. 1186), or this subpart or any other DOL regulation promulgated pursuant to 216 of the INA;

- (3) Testify or is about to testify in any proceeding under or related to 216 of the INA (8 U.S.C. 1186), or this subpart or any other DOL regulation promulgated pursuant to 216 of the INA;
- (4) Consulted with an employee of a legal assistance program or an attorney on any other matter under or related to 216 of the INA (8 U.S.C. 1186), or this subpart or any other DOL regulation promulgated pursuant to 216 of the INA;
- (5) Exercised or asserted on behalf of himself/herself or others any right or protection related to or afforded by 216 of the INA (8 U.S.C. 1186), or this subpart or any other DOL regulation promulgated pursuant to 216 of the INA.

H) Fees: The employer assures that the fees for certification of the H-2A regulations will be paid in a timely manner. The fee for each employer receiving a temporary alien agricultural labor certification is \$100, plus \$10 for each job opportunity certified for H-2A workers, provided the total fee shall not exceed \$1,000. Timeliness: Fees received by the RA within 30 calendar days after the date of the temporary alien labor certification determination are timely.

Neil Manager
Employer's Signature / Title

12/2/10
Date

VIRGINIA EMPLOYMENT COMMISSION

VIRGINIA EMPLOYMENT COMMISSION AGENCIA

SUMMARY OF EMPLOYMENT CONDITIONS SPECIFIED ON JOB ORDER

SUMARIO DE LAS CONDICIONES DE EMPLEO QUE SON ESPECIFICADAS EN LA ORDEN DE TRABAJO

1. ORDER NUMBER: 193129

1. NUMERO DE LA ORDER: 193129

2. NAME OF EMPLOYER: Abernethy & Spencer Greenhouses, LLC

2. NOMBRE DEL EMPLEADOR: Abernethy & Spencer Greenhouses, LLC

3. LOCATION OF EMPLOYER AND DIRECTIONS: 18035 Lincoln Rd, Purcellville, VA 20132

3. LUGAR Y DIRECCION DEL EMPLEADOR: 18035 Lincoln Rd, Purcellville, VA 20132

4. PERIOD OF EMPLOYMENT: FROM 3/1/2011 to 12/1/2011

4. PERIODO DE EMPLEO: DEL 3/1/2011 al 12/1/2011

5. WORK SCHEDULE: HOURS PER DAY 8 DAYS PER WEEK 5

5. HORARIO DE TRABAJO: HORAS POR DIA 8 NUMERO DE DIAS POR SEMANA 5

6. CROP AND PAY: CROP: Nursery HOURLY WAGE: \$9.59 PIECE RATE:

6. COSECHA Y PAGO: COSECHA productos del vivero SUELDO POR HORA \$9.59 PAGA POR UNIDAD:

7. WORK TASKS TO BE PERFORMED: Diversified tasks in nursery: planting, cultivating, Digging, fertilizing, soil preparation

7. LABORES A DESEMPEÑAR EN EL TRABAJO: Varios trabajos en un semillero: sembrando, cultivando, Cavando, fertilizando, perparando la tierra

8. TRANSPORTATION PROVIDED: FROM LABOR CAMP TO WORK SITE AND RETURN Yes

8. TRANSPORTACION PROVISTA: DESDE EL ENCAMPAMENTO TIASTA LOS LUGAR M DE TRABAJO Y VUELTA: SI

9. HOUSING CAN ACCOMODATE 10 PERSONS 10 INDIVIDUAL 0 FAMILY

9. VIVENDA DISPONIBLE PARA 10 PERSONAS: 10 INDIVIDUOS 0 FAMILIAS

10. MEALS: PROVIDED: NO
IF YES: COST PER DAY _____
(See item 13 in Job Order)

10. COMIDAS: PROVISTAS: NO
SI SON PROVISTAS, EL COSTO POR DIA SERA _____ (Vea Num.13 en la Orden de Trabajo)

WORKERS MAY DO THEIR OWN COOKING: YES

LOS TRABAJADORES TIENEN QUE COCINAR SUS COMIDAS: SI

11. DEDUCTIONS:

TYPE	AMOUNT
SOCIAL SECURITY	XXXXXX
INCOME TAX	XXXXXX
TRANSPORTATION	NONE

11. DEDUCCIONES:

CLASE	CANTIDAD
SEGURO SOCIAL	XXXXXX
IMPUESTOS SOBRE INGRESOS	XXXXXX
TRANSPORTACION	NO

TOOLS & EQUIPMENT NONE

CREWLEADER CHARGES NONE

HERRAMIENTAS Y MAQUINARIA NO

SUMA COBRADA POR EL
CONTRATISTA DE TRABAJADORES
AGRICOLAS NO

12. NOTES TO WORKERS:

A copy of the full job order is available for inspection in this office.

The employer has guaranteed your first week's wages unless he/she notifies this job service of a later starting date by

2/15/11

In order for you to be eligible for this guarantee, you must contact the job service at:

VIRGINIA EMPLOYMENT COMMISSION
400 Preston Avenue
Charlottesville, Va 22902

During the period of 2/16/11 - 2/22/11

Any Job Service office will assist you in doing this.

12. NOTAS PARA EL TRABAJADOR:

La copia de la orden completa esta disponible en la oficina para su inspeccion:

El empleador ha garantizado el pago por su primera semana de empleo a menos que este notifique al Servicio de Empleos que la fecha de comenzar a trabajar sera atrasada, y que tal notificacion sen a nas tardar el 2/15/11

Para que Ud pueda tener derecho a esta garantia de pago, tendra que ponerse en contacto con la Oficina del Servicio de Empleos en el:

VIRGINIA EMPLOYMENT COMMISSION
400 Preston Avenue
Charlottesville, Va 22902

Durante el periodo el 2/16/11 al 2/22/11

Cualquier Oficina del Servicio de Empleos le asistira en hacerlo.

VIRGINIA EMPLOYMENT COMMISSION
Community Services for Loudoun County, Virginia

Loudoun County Health Department
Community Health Services
Shenandoah Building, 1st Floor
102 Heritage Way, N.E.
Leesburg, Virginia 20176
Phone: 703-777-0236

This office helps parents, children, and pregnant women with health and hygiene problems. The office also provides information and medical referrals to venereal diseases and tuberculosis. The department also makes home inspections of migrant housing to insure compliance with the law.

El departamento de salud de Madison County suministra ayuda a los padres, niños, y a las mujeres en estado con problemas de salud. Los médicos también ayudan a las personas con enfermedades venéreas, y a los que padecen de tuberculosis. El departamento también inspecciona a las residencias habitadas por trabajadores migratorios para asegurar que dichas residencias sean mantenidas de acuerdo con la ley.

Inova Urgent Care Center—Purcellville
205 East Hirst Road, Suite 101
Purcellville, VA 20132
540-338-4995

Virginia Medical Center & Urgent Care
609 E Main St #Q
Purcellville, VA
(540) 338-0032

Urgent Care Center
17336 Pickwick Dr, Ste A,
Purcellville, VA 20132
(540) 338-3360

The doctors provide emergency and non-emergency medical services

Los médicos proveen varios servicios rutinarios y de emergencia.

Loudoun County Department of Family Services
102 Heritage Way, N.E., Suite 200
Leesburg, VA 20176
(703) 777-0353

Information is provided about other helping agencies for non-residents. Information is also available about regulations of the food stamp programs.

Por informacion acerca de otras agencias que tienen ayuda y asistencia por las personas que no viven aquí. También, estos oficiales tienen informacion y regulaciones acerca de estampas de comida.

Loudoun County Public Schools
21000 Education Court
Ashburn, Va. 20148
(541) 252-1000

The school system is responsible for educational programs for migrant school age children.

La junta escolar tiene la responsabilidad de educar a los niños de edad escolar de padres migratorios.

Virginia Farmworkers Legal Assistance Project
1000 Preston Avenue, Suite B
Charlottesville State: VA Zip: 22903
Web Address www.cvlas.org
Phone: 434-296-8851 Fax: 434-296-5731 Email: jill@cvlas.org

Mission and Goals: The Virginia Farmworkers Legal Assistance Project is a federally-funded legal services organization providing legal assistance and community education to migrant farmworkers throughout the Commonwealth of Virginia. Farmwork is the second most dangerous occupation in this country. More than 42,000 farmworkers labor in Virginia, and face numerous problems -- including unpaid wages, pesticide exposure, and on-the-job accidents. The workers' legal issues are compounded by the cultural, geographic, and linguistic barriers they face.

La misión y las Metas: Los Peones de Virginia Proyecto Legal de Ayuda es un federalmente-financió la organización legal de servicios que proporciona la educación legal de ayuda y comunidad a peones migratorios a través de la República de Virginia. Farmwork es el segundo la mayoría de las ocupaciones peligrosas en este país. Más de 42.000 peones trabajan en Virginia, y encaran numerosos problemas -- inclusive sueldos impagados, la exposición de pesticida, y los accidentes en el trabajo. Los asuntos legales de trabajadores son compuestos por las barreras culturales, geográficas y lingüísticas que ellos encaran.