OMB Approval: 1205-0466
Expiration Date: 8/31/2022

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

A. Job Offer Information

1. Job Title * General Farmworker

2. Workers Needed *	a. Total	b. H-2A	Period of Intended Employment	
	2	2	3. Begin Date * 1/1/2022	4. End Date *7/15/2022

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. ☐ Yes ☑ No

6. Anticipated days and hours of work per week *

40	**a. Total Hours**	8	c. Monday	8	e. Wednesday	8	g. Friday
0	b. Sunday	8	d. Tuesday	8	f. Thursday	0	h. Saturday

7. Hourly work schedule *
a. 7 : 00 ☑ AM ☐ PM
b. 4 : 00 ☐ AM ☑ 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/Special Pay Information §
$ 11 . 88	☑ HOUR ☐ MONTH	$ ____.__	

9. Is a completed **Addendum A** providing additional information on the crops or agricultural activities and wage offers attached to this job offer? * ☑ Yes ☐ No

10. Frequency of Pay. * ☑ Weekly ☐ Biweekly ☐ Monthly ☐ 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.)
See Addendum C

H-2A Case Number: H-300-21291-649777 Case Status: Full Certification Determination Date: 12/01/2021 Validity Period: _____ to _____

B. Minimum Job Qualifications/Requirements

1. Education: minimum U.S. diploma/degree required. *

☑ None ☐ High School/GED ☐ Associate's ☐ Bachelor's ☐ Master's or Higher ☐ Other degree (JD, MD, etc.)

2. Work Experience: number of months required. *	3	3. Training: number of months required. *	0

4. Basic Job Requirements (check all that apply) *

- ☐ a. Certification/license requirements
- ☐ b. Driver requirements
- ☐ c. Criminal background check
- ☑ d. Drug screen
- ☑ e. Lifting requirement 50 lbs.
- ☑ g. Exposure to extreme temperatures
- ☑ h. Extensive pushing or pulling
- ☑ i. Extensive sitting or walking
- ☑ j. Frequent stooping or bending over
- ☑ k. Repetitive movements

5a. Supervision: does this position supervise the work of other employees? *	☐ Yes ☑ 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)* *

See Addendum C

C. Place of Employment Information

1. Address/Location *

501 T. Burbank Road, Rayne, LA 70578 and 2371 Monceaux Road, Crowley, LA 70526

2. City *	3. State *	4. Postal Code *	5. County *
Rayne	Louisiana	70578	Lafayette

6. Additional Place of Employment Information *(If no additional information, enter "**NONE**" below)* *

2371 Monceaux Road, Crowley, LA 70526 - Acadia Parish - Directions: I-10 West; Crowley Exit; left on Old Fellows Rd., Continue onto Crowley
Rayne Highway .3 miles, turn right onto Monceaux Rd. 3.8 miles. Travel 3.5 miles and destionation is on the right.

Directions to: 501 T. Burbank Road, Rayne, LA 70578; I-10 West; Duson Exit; left off of exit; approximately one mile, right on Cameron Street; left on Riceland Road; right on Golden Grain Rd.; left on Burbank Road. Location

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? *	☐ Yes ☑ No

D. Housing Information

1. Housing Address/Location *

2371 Monceaux Road

2. City *	3. State *	4. Postal Code *	5. County *
Crowley	Louisiana	70526	Acadia

6. Type of Housing *	7. Total Units *	8. Total Occupancy *
Single Wide Mobile Home	1	2

9. Housing complies or will comply with the following applicable standards: *	☑ Local ☑ State ☑ Federal

10. Additional Housing Information. *(If no additional information, enter "**NONE**" below)* *

See Addendum C

11. Is a completed **Addendum B** providing additional information on housing that will be provided to workers attached to this job order? *	☐ Yes ☑ No

E. Provision of Meals

1. Describe how the employer will provide each worker with 3 meals a 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.)*

Employer will provide free and convenient cooking and kitchen facilities so that entitled workers may prepare their own meals. In addition, employer will provide entitled worker with transportation to town so that the worker may purchase supplies and/or for banking purposes. The use of this employer provided weekly transportation is voluntary and no worker is required to utilize the services offered by employer. The kitchen facilities may be shared. Employer will also provide cooking, food preparation and serving utensils along with housing and utilities to workers who are unable to return to their place or residence the same day, at no cost to worker. Should employer utilize rental and/or public accommodations as listed in item 3, employer attest that such housing will be in compliance with all local, state or federal housing safety standards. All rental housing charges will be paid for by employer directly to owner/operator of accommodations.

2. If meals are provided, the employer: *	☑ **WILL NOT** charge workers for such meals.		
	☐ **WILL** charge workers for such meals at	$ _____ . _____	per day per worker.

F. Transportation and Daily Subsistence

1. Describe the terms and arrangement 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	$ 13 . 17	per day *
	b. no more than	$ 55 . 00	per day with receipts

G. Referral and Hiring Instructions

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.)

See Addendum C

2. Telephone Number to Apply *	3. Email Address to Apply *
+1 (337) 652-3258	msthibodeaux953@gmail.com

4. 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? *	☑ Yes ☐ No

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:

1. **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 653, subpart F and the requirements set forth in 20 CFR 655.122. 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 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.

2. **NO STRIKE, LOCKOUT, OR WORK STOPPAGE**: Employer assures that this job opportunity, including all worksites for which the employer is requesting H-2A 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).

3. **HOUSING FOR WORKERS**: Employer agrees to provide for or secure housing for 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, 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 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), 653.501(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, 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 housing has been inspected and approved.

4. **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).

5. **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).

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).

   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 has come to work for the employer, whether in the U.S. or abroad to the place of employment. 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 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 worksite to such subsequent employer's worksite, 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 worksite to such subsequent employer's worksite, 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 50 percent rule as described in sec. 655.135(d) of this subpart with respect to the referrals made after the employer's date of need. 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 worksite(s) 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 500.105 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).

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 CPR 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. 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), the prevailing hourly wage rate, the prevailing piece rate, the agreed-upon collective bargaining rate, or the Federal or State minimum wage rate, in effect at the time work is performed, whichever is highest. If the worker is paid by the hour, the employer must pay this rate 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 hourly wage or piece rate, the legal Federal or State minimum wage, or any agreed-upon collective bargaining rate, whichever is highest.

    If the worker is paid on a piece rate basis and at the end of the pay period 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 of pay, 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 assures 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, 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 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 if the worker fails to show up for work at the regularly scheduled time and place 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 U.S. 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 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 worksite 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 worksite to the subsequent employer's worksite. 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, 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 required terms of this clearance order, including all Addendums, and the certified *H-2A Application for Temporary Employment Certification* will be the work contract. 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 date of need, unless the employer has amended the date of need at least 10 business days before the original date of need by so notifying the Order-Holding Office (OHO) in writing (e.g., e-mail 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 date of need expeditiously. 20 CFR 653.501(c)(3)(i).

If there is a change to the anticipated date of need, and the employer fails to notify the OHO at least 10 business days before the original 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 date of need or will provide alternative work if such alternative work is stated on the clearance order. 20 CFR 653.501(c)(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 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 *	2. First (given) name *	3. Middle initial §
Thibodeaux, Jr.	Cleveland	J
4. Title *		
Owner		
5. Signature (or digital signature) *		6. Date signed *
Digital Signature Verified and Retained By Certifying Officer		11/17/2021

Employment Service Statement

In view of the statutorily established basic function of the Employment Service (ES) as a no-fee labor exchange, that is, as a forum for bringing together employers and job seekers, neither the Department of Labor's Employment and Training Administration (ETA) nor the SWAs 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 ES constitute a contractual job offer to which the ETA or a SWA is in any way a party. 20 CFR 653.501(c)(1)(i).

Public Burden Statement *(1205-0466)*

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 of information is estimated to average .63 hours per response for all information collection requirements, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing, reviewing, and submitting the collection of information. The obligation to respond to this data collection is required to obtain/retain benefits (44 U.S.C. 3501, Immigration and Nationality Act, 8 U.S.C. 1101, et seq.). Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Employment and Training Administration, Office of Foreign Labor Certification, 200 Constitution Ave., NW, Suite PPII 12-200, Washington, DC, 20210. (Paperwork Reduction Project OMB 1205-0466). DO NOT send the completed application to this address.

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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	General Farm Work	$ 11 . 88	Hour	
	Agriculture - Crawfish	$ 11 . 88	Hour	
	Agriculture - Rice	$ 11 . 88	Hour	
	Agriculture - Soybeans	$ 11 . 88	Hour	
		$.		
		$.		
		$.		
		$.		
		$.		
		$.		

Form ETA-790A Addendum A

FOR DEPARTMENT OF LABOR USE ONLY

H-2A Case Number: H-300-21291-649777 Case Status: Full Certification Determination Date: 12/01/2021 Validity Period: _____ to _____

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

3. Details of Material Term or Condition (*up to 3,500 characters*) *

General workers needed for rice, crawfish, & soybean farm. Work includes tractor driving, field preparation, water maintenance, fertilizing, plant and harvest of crops. Field preparation includes manual shovel work and hoeing of weeds, spot spraying treatments and general farm labor. Help repair and maintain equipment, farm, field, levees, roads and shop. Load and unload trucks. Crawfishing involves manually cutting up of fish bait, bait, and check traps. Grade and wash crawfish for shipment, make and repair traps as needed. All tools furnished. Worker must be able to lift/carry 50 lbs. M-F, some Sat/Sun, OT varies. Employees may be compensated above the stated hourly wage, this decision to pay above the prevailing hourly wage will be made by the employer, basing this decision on factors that include the individual recipient's performance and work history. Allergies to ragweed, goldenrod, insect spray and related chemicals and pesticides, etc. may affect workers' ability to perform the job. Employer may require post hire, random, upon suspicion or post accident drug testing, all at no cost to employee. Testing positive or failure to comply may result in immediate termination from employment. Job involves stooping, lifting and working outside in inclement weather. Must have 3 months experience in similar position.

Employer will provide supplies, tools and equipment at no cost for workers to perform the tasks required. Workers who are found to be responsible will be charged for any willful damage to or loss of such. Operational specifications can change during the season due to crop or market conditions. Workers will be expected to conform to the specific instructions given for each days work. General supervision and instructions will be provided by owner, manager, supervisor or employee designated by supervisor. Daily crew assignments, work assignments and work locations will be determined by the employer or his designee as the needs of the crop dictate. Workers may be assigned a variety of duties in any given day and may be given different tasks on different days. Workers should be able to do the work required with or without any reasonable accommodations.

Full Crop Commitment: This is regular work eight hours per day, Monday-Friday, and hours vary on weekends for the full period of employment. The worker agrees to work for assigned employer whenever work is available during the full period of employment even though work may be slack at times. The worker understands that is he quits or is terminated for cause prior to the end of the period of employment, he will not receive the guarantees discussed below and will not receive certain transportation reimbursements discussed below.

Employer may require random, upon suspicion or post accident drug testing, this will be paid for by employer and performed by lab or employer choice. This testing will take place post hire and is not a pre-employment requirement.

Worker must have three months (3) prior work experience in similar position offered. Applicant must be able to furnish job references from recent employer establishing acceptable prior experience. If worker performance is not acceptable to the employer, in his sole discretion, the worker may be terminated. All employees will adhere to work terms and conditions whether domestic or foreign employees.

b. Job Offer Information 2

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Deductions from Pay

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Deductions: Other - Willful destruction of property.

The current Adverse Effect Wage Rate (AEWR) of $11.88 per hour or the AEWR in effect at the time work is performed, the prevailing hourly rate, the agreed upon collective bargaining wage, or the legal Federal of State Minimum Wage Rate, whichever is highest, is guaranteed to all workers.

The employer agrees to guarantee all workers employed in the 2022 season a minimum of $11.88, which is the adverse effect wage rate (AEWR). In the event the US Department of Labor (DOL) promulgates a new AEWR during the recruitment or work contract period that is lower than the current AEWR at the time of application, the employer will pay the newly established AEWR.

As this work qualifies as exempt under 29 USC 213(b)(6), overtime rates do not apply.

In the event the US Department of Labor (DOL) promulgates a new AEWR during the recruitment or work contract period that is lower than the current AEWR,

H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Additional Information Regarding Job Qualifications/Requirements

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Employer will provide supplies, tools and equipment at no cost for workers to perform the tasks required. Workers who are found to be responsible will be charged for any willful damage to or loss of such. Operational specifications can change during the season due to crop or market conditions. Workers will be expected to conform to the specific instructions given for each days work. General supervision and instructions will be provided by owner, manager, supervisor or employee designated by supervisor. Daily crew assignments, work assignments and work locations will be determined by the employer or his designee as the needs of the crop dictate. Workers may be assigned a variety of duties in any given day and may be given different tasks on different days. Workers should be able to do the work required with or without any reasonable accommodations.

d. Job Offer Information 4

1. Section/Item Number *	D.10	2. Name of Section or Category of Material Term or Condition *	Additional Housing Information

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Directions to housing: 2371 Monceaux Road; Crowley, LA 70526; I-10 West; Crowley Exit; left on Old Fellows Rd., Continue onto Crowley Rayne Highway .3 miles, turn right onto Monceaux Rd. 3.8 miles. Travel 3.5 miles and destination is on your right.

Housing consists of a single wide mobile home. The mobile home is a 2 bedroom/1.5 bathroom. It has electric heat.
Housing will be clean and in compliance with ETA 20 CFR 654 Housing Standards.

H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	G.1	2. Name of Section or Category of Material Term or Condition *	Referral and Hiring Instructions

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Contact employer at the number listed above in part one Mon-Fri 9:00 a.m.-4:00 p.m.
Referrals from the State Workforce Agencies or individual applicants who arrive at the place of employment commonly referred to as walk ins or gate hires, and from other sources will be accepted until 50% of the contract period has elapsed from the application start date. Applicants may call employer during normal business hours at the number listed on the ETA 790, part 1 and ask to speak with Cleveland J. Thibodeaux, Jr. It will be the responsibility of the referring SWA office to thoroughly familiarize and inform job seekers of the job specifications, and terms and conditions of this clearance order before a referral is made. Only workers meeting all qualifications on the job order should be referred. Interview may be performed, either in person or by telephone. If several applicants are to be referred at one time, it is suggested to contact the employer in advance to schedule a time and date. It is requested that SWA give each referral a copy of the clearance order ETA 790 along with all attachments or at a minimum, a summary of wages, working conditions and other specifications.
Workers must meet all of the following criteria:
a.Available and ready to work for the entire season.
b.Fully apprised and aware of the terms and conditions of employment.
c.Legally entitled to work in the US, worker must be able to provide documentation required to enable employer to comply
with the US employment verification requirements. Employers must receive the accurate and complete I-9 within three (3) days of employment according to US law.
d.Able, willing and qualified to perform offered, at the wage offered.
Workers hired pursuant to the job offer from within normal commuting distance will not be provided housing, subsistence or transportation. The actual employment offer is at the sole discretion of the employer. Order holding office: Louisiana Department of Labor, Foreign Labor Certification Unit, P. O. Box 94094, (1001 N. 23rd Street, 3rd Floor Annex) Baton Rouge, LA 70804 (225) 342-7632 Phone or (225) 342-3367 Fax
In the event of an amendment to the date of need, the employer requests that the state employment service attempt to inform referred migrant workers of the change. If the employer fails to notify the order-holding office of a delay in the date of need at least 10 working days prior to the original date of need, the employer shall pay all eligible workers referred through the clearance system that report for work and have made the required notice of availability to the job service office for the first week starting with the originally anticipated date of need. Failure by the worker to contact the local job service office or order holding office to verify the date of need no sooner than 9 working days and no later than 5 working days prior to the original date of need in the job order will disqualify the referred migrant worker from the assurances provided in this section.

f. Job Offer Information 6

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Transportation and daily travel subsistence provided according to regulations. The employer will reimburse the worker for the costs incurred by the worker for visa MRV applications fees, (if not previously paid by employer) border crossing fees, transportation costs and reasonable subsistence from the place from which the worker came to work for the employer to the place of employment to the extent that such worker-borne expenditures reduce the workers' FLSA earnings at the first pay period, or,

H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

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 (*up to 3,500 characters*) *

Transportation and daily travel subsistence provided according to regulations. The employer will reimburse the worker for the costs incurred by the worker for visa MRV applications fees, (if not previously paid by employer) border crossing fees, transportation costs and reasonable subsistence from the place from which the worker came to work for the employer to the place of employment to the extent that such worker-borne expenditures reduce the workers' FLSA earnings at the first pay period, or,

h. Job Offer Information 8

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 (*up to 3,500 characters*) *

no later than at the halfway point in the contract (50% period). Daily subsistence (not less than $13.17 per day) or the current minimum subsistence amount as published in the Federal Register from the place from which the worker, without intervening employment will come to work for the employer, will be paid to workers who cannot provide receipts, and the maximum or the current maximum subsistence amount published in the Federal Register travel subsistence of $55.00 per day will be paid to the workers with acceptable receipts. The transportation reimbursement will be calculated on the worker's actual cost but no more than the most economical and reasonable similar common carrier transportation charges for the distance involved. At the option of the employer, the entire inbound transportation and subsistence expense may be paid on or before the first payday. In the case of termination as a result of an Act of God, the employer will provide or pay the cost of return transportation and subsistence from the place of employment to the place from which the worker departed to work for the employer, except when the worker is not returning to the place of departure and has subsequent employment with H2A employer who will bear transportation expenses. In the event of such termination of a contract, the employer will make efforts to transfer the worker to other comparable employment acceptable to the worker, consistent with existing immigration law, as applicable. Whether such an event constitutes a contract impossibility will be determined by the CO. If the worker completes his contract, meaning his "period of employment", the employer will provide or pay the cost of return transportation and subsistence enroute from the place of employment, except when the worker is not returning to the place of departure, and has subsequent employment with an employer who will bear transportation expenses.
If the worker voluntarily abandons his employment or is terminated for cause prior to completion of his contract, the employer will not be responsible for providing or paying the cost of return transportation and subsistence enroute from the place of employment to the place of departure. All transportation provided by the employer will be by common carrier or other transportation facilities that conform to applicable regulations of the Interstate Commerce Commission. Reimbursement of inbound and return transportations costs applies only to persons recruited from outside normal commuting distance. No daily transportation is provided by employer to local workers other than from farm to local worksites. If the worker voluntarily abandons employment before the end of the job order period or is terminated for cause or misconduct, the employer is required to notify DOL (and DHS, in the case of an H2A worker) no later than 2 (two) working days after such abandonment occurs, with 5 (five) consecutive workdays of an unexcused absence constituting abandonment of employment. In the event of abandonment by employee he/she is not entitled to the 3/4 guarantee provision or the transportation and subsistence.
The period of employment shall be the period from the first workday that the worker is at the employers' farm and is able, eligible, ready and willing to work until the anticipated end date of employment as listed on ETA 790 part 9.

H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation -

3. Details of Material Term or Condition (*up to 3,500 characters*) *

no later than at the halfway point in the contract (50% period). Daily subsistence (not less than $13.17 per day) or the current minimum subsistence amount as published in the Federal Register from the place from which the worker, without intervening employment will come to work for the employer, will be paid to workers who cannot provide receipts, and the maximum or the current maximum subsistence amount published in the Federal Register travel subsistence of $55.00 per day will be paid to the workers with acceptable receipts. The transportation reimbursement will be calculated on the worker's actual cost but no more than the most economical and reasonable similar common carrier transportation charges for the distance involved. At the option of the employer, the entire inbound transportation and subsistence expense may be paid on or before the first payday. In the case of termination as a result of an Act of God, the employer will provide or pay the cost of return transportation and subsistence from the place of employment to the place from which the worker departed to work for the employer, except when the worker is not returning to the place of departure and has subsequent employment with H2A employer who will bear transportation expenses. In the event of such termination of a contract, the employer will make efforts to transfer the worker to other comparable employment acceptable to the worker, consistent with existing immigration law, as applicable. Whether such an event constitutes a contract impossibility will be determined by the CO. If the worker completes his contract, meaning his "period of employment", the employer will provide or pay the cost of return transportation and subsistence enroute from the place of employment, except when the worker is not returning to the place of departure, and has subsequent employment with an employer who will bear transportation expenses.
If the worker voluntarily abandons his employment or is terminated for cause prior to completion of his contract, the employer will not be responsible for providing or paying the cost of return transportation and subsistence enroute from the place of employment to the place of departure. All transportation provided by the employer will be by common carrier or other transportation facilities that conform to applicable regulations of the Interstate Commerce Commission. Reimbursement of inbound and return transportations costs applies only to persons recruited from outside normal commuting distance. No daily transportation is provided by employer to local workers other than from farm to local worksites. If the worker voluntarily abandons employment before the end of the job order period or is terminated for cause or misconduct, the employer is required to notify DOL (and DHS, in the case of an H2A worker) no later than 2 (two) working days after such abandonment occurs, with 5 (five) consecutive workdays of an unexcused absence constituting abandonment of employment. In the event of abandonment by employee he/she is not entitled to the 3/4 guarantee provision or the transportation and subsistence.
The period of employment shall be the period from the first workday that the worker is at the employers' farm and is able, eligible, ready and willing to work until the anticipated end date of employment as listed on ETA 790 part 9.

j. Job Offer Information 10

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements -

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Full Crop Commitment: This is regular work eight hours per day, Monday-Friday, and hours vary on weekends for the full period of employment. The worker agrees to work for assigned employer whenever work is available during the full period of employment even though work may be slack at times. The worker understands that is he quits or is terminated for cause prior to the end of the period of employment, he will not receive the ¾ guarantees discussed below and will not receive certain transportation reimbursements discussed below.

Employer may require random, upon suspicion or post accident drug testing, this will be paid for by employer and performed by lab or employer choice. This testing will take place post hire and is not a pre-employment requirement.

Worker must have three months (3) prior work experience in similar position offered. Applicant must be able to furnish job references from recent employer establishing acceptable prior experience. If worker performance is not acceptable to the employer, in his sole discretion, the worker may be terminated. All employees will adhere to work terms and conditions whether domestic or foreign employees.

H. Additional Material Terms and Conditions of the Job Offer

k. Job Offer Information 11

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions -

3. Details of Material Term or Condition (*up to 3,500 characters*) *

the employer may pay the newly established AEWR. If, however, there is an adjustment to the AEWR, the employer will pay the highest of the adjusted AEWR, prevailing hourly wage or piece rate, the agreed upon collective bargaining wage or the Federal or State minimum wage.

The employer guarantees to offer employment for a minimum of three-quarters (3/4) of the workdays of the total specified period during which the work order and all extensions thereof are in effect beginning with the first work day after worker's arrival at the place of employment an ending on the expiration date specified in the work contract or extensions thereof. In Act of God terminations, the three-quarters (3/4) guarantee period ends on the date of termination. The worker is not required to work more than eight (8) hours per day except when otherwise stated in the job order or on the worker's Sabbath or federal holiday to meet the guarantee period. Any hours offered by the employer that the employee fails to work during a workday when the employer offers the opportunity to work, and all hours of work actually performed shall both be counted towards meeting the ¾ guarantee. Workers who voluntarily abandon employment or those who are terminated "for cause" will relieve the employer for subsequent transportation and subsistence costs and the three quarters guarantee.

Any employee terminated "for cause" will not be entitled to the ¾ guarantee.

Any workers who are employed through this job order may be compensated above the stated hourly wage. This decision to pay above the stated prevailing hourly rate will be made by the employer and may be in the form of a bonus or raise. It is the employer's sole discretion and his alone and he/she will base this decision on factors that include the individual recipient performance and work history. Advances and/or loans, if any, from employer to workers may be considered as preauthorized payroll deductions. Should a worker make long distance calls using the employer telephone lines, the worker will be deemed to have consented to this deduction of the cost of all such calls from their paycheck, the worker will be expected to repay the cost of such telephone calls to employer.

Piece rate: No piece rate will be performed at less than the stated piece rates (if piece rate listed on ETA 790). If work is performed according to the stated piece rate schedule, workers are guaranteed that they will be paid no less than the stated AEWR hourly rate for each hour worked. The Employer may at his discretion, suspend any piece rate schedule in favor or hourly pay at the stated AEWR hourly rate in order to assure workers fair earnings.

Employer prohibits the payment of recruitment fees by workers. If a worker is asked to pay a recruitment fee of has actually paid such a fee, he or she shall be asked to inform the employer immediately so that the employer may reimburse said fee to employee.

Worker will be paid either weekly or every other week/bi weekly or as stipulated on ETA 790 part 17.

The employer is advising H-2A visa beneficiary/workers of their responsibility to return to their country of origin, or to subsequent employment-authorized work, at the end of this term of employment.

Deductions for FICA, federal or state tax withholdings including court order child support, garnishments, liens or any other legally required deductions will be made according to individual circumstances, all as required by law.

l. Job Offer Information 12

1. Section/Item Number *		2. Name of Section or Category of Material Term or Condition *	

3. Details of Material Term or Condition (*up to 3,500 characters*) *