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 * Farmworker Diversified

2. Workers Needed *	a. Total	b. H-2A	Period of Intended Employment	
	249	244	3. Begin Date * 1/2/2022	4. End Date *5/31/2022

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 *

36	**a. Total Hours**	6	c. Monday	6	e. Wednesday	6	g. Friday
0	b. Sunday	6	d. Tuesday	6	f. Thursday	6	h. Saturday

7. Hourly work schedule *
a. 7 : 00 ☑ AM ☐ PM
b. 2 : 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.)

Hand-Harvesting Raspberries: Each worker will be assigned a picking badge for identification to the workers employment number. The worker will keep the picking badge throughout the workday. Each worker must place a pre-printed numeric sticker to each box. The numeric sticker roll will be assigned to the worker by the supervisor. Workers will move down to the assigned rows picking all ripe berries, grading berries in the field while harvesting, taking care to sort by size, shape, color, quality, and quantity as directed by the supervisor. Each worker must pick the plants clean of all ripe fruit, sort all good berries into specified containers within the box, according to very high-quality standards set forth in the company food safety policy and standard operating procedures. Bad berries will be disposed of as determined by the supervisor. Each worker shall handle berries carefully to avoid bruising. Bruising will weaken the berry. Each harvesting worker is expected to move with the crew from row to row to maintain the efficiency level. Upon completion of each box picked, the worker will take his/her completed box to the crate shed to be viewed for grade, palletized, and receive credit on his/her picking badge. Upon completion of the assigned row, the worker will move to the next vacant row to be picked. Harvesters may receive disciplinary notice if quality continues to be an issue. At the end of the workday, workers will keep picking badges for the next workday.

Starting and ending times will change due to weather and crop conditions. During certain times of the season workers may be required to work at night. Workers will be given as much notice as possible when changing shifts are required. Workers will have a 30-minute unpaid lunch.

8b. Wage Offer *	8c. Per *	8d. Piece Rate Offer §	8e. Piece Rate Units/Special Pay Information §
$ 12 . 08	☑ 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-300-21305-678936 Case Status: Full Certification Determination Date: 11/29/2021 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)* *

Must be physically able to meet and perform all job specifications stated in job order. Must be able to work in the hot humid weather for extended periods of time. Workers are subject to random drug testing at no cost to the employee. Failing or refusing a drug test will result in immediate termination.

C. Place of Employment Information

1. Address/Location *
28.057479, -81.564056

2. City *	3. State *	4. Postal Code *	5. County *
Haines City	Florida	33844	Polk

6. Additional Place of Employment Information *(If no additional information, enter "**NONE**" below)* *
FL Best Farms
3/26/2022-05/31/2022
125 workers

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 *
518 Main St

2. City *	3. State *	4. Postal Code *	5. County *
Wauchula	Florida	33873	Hardee

6. Type of Housing *	7. Total Units *	8. Total Occupancy *
Barracks	1	57

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 for additional housing information

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.)*

Employers will furnish free cooking and kitchen facilities to those workers who are entitled to live in the employers' housing so that workers may prepare their own meals. Workers will buy their own groceries. Once a week the employers will offer to provide (on a voluntary basis by the workers) free transportation to assure workers access to the closest store where they can purchase groceries. In the event kitchen facilities are not available workers staying in employer housing will be provided 3 meals per day at the current subsistence rate as posted in the federal register.

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.)

Employer will offer free transportation for workers living in employer's housing facility both to and from the daily work site. The use of the transportation by the worker is voluntary; no worker will be required as a condition of employment to utilize the transportation offered by the employer. Workers are free to choose their own means of transportation at their own expense.

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.)

The Employer will not advance transportation and subsistence costs to workers for transportation to the place of employment. Employer reserves the right to arrange transportation in advance. If some worker choses to not take the employer arranged transportation, they will only be reimbursed the inner Mexico and daily subsistence.

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 (561) 996-1148	N/A

4. Website address (URL) to Apply *
https://seasonaljobs.dol.gov/

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 §
McNeill	James	S
4. Title *		
senior vice president		
5. Signature (or digital signature) *		6. Date signed *
Digital Signature Verified and Retained By Certifying Officer		11/8/2021

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
	Strawberry Harvesting	$ 12 . 08	Hour	$1.75 per flat & Hourly rate guaranteed Due to weather and crop conditions, the employer reserves the right to temporary increase the listed piece rates. The employer also reserves the right to completely do away with the piece rate all together to ensure quality product and fair earnings.
	Blueberry Harvesting	$ 00 . 67	Piece Rate	$0.67 per pound & Hourly rate guaranteed Due to weather and crop conditions, the employer reserves the right to temporary increase the listed piece rates. The employer also reserves the right to completely do away with the piece rate all together to ensure quality product and fair earnings.
	Pruning	$ 42 . 00	Piece Rate	$42.00 PER PIECE PER HALF ROW ON LONG BLOCKS AND FULL ROW ON NARROW BLOCKS ($0.25/PLANT) & Hourly rate guaranteed Due to weather and crop conditions, the employer reserves the right to temporary increase the listed piece rates. The employer also reserves the right to completely do away with the piece rate all together to ensure quality product and fair earnings.
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		
		$ _____ . _____		

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
FL Best Farms	28.066755, -81.574797 Florida POLK		3/26/2022	5/31/2022	125
FL Best Farms	28.040531, -81.586467 Florida POLK		3/26/2022	5/31/2022	125
FL Best Farms	28.055363, -81.602956 Florida POLK		3/26/2022	5/31/2022	125
FL Best Farms	28.057479, -81.564056 Florida POLK		3/26/2022	5/31/2022	125
Blue Hammock	27.335801, -82.551125 Florida HIGHLANDS		3/26/2022	5/31/2022	80
Red Berry Ranch	27.9941885, -82.2195344 Florida HILLSBOROUGH		1/2/2022	5/31/2022	45
Red Berry Ranch	27.902409, -82.196473 Florida HILLSBOROUGH		1/2/2022	5/31/2022	45
Red Berry Ranch	27.894729, -82.170512 Florida HILLSBOROUGH		1/2/2022	5/31/2022	45
San Way Farms	27.8381, -82.14603 Florida HILLSBOROUGH		1/2/2022	3/25/2022	120
San Way Farms	27.866719, -82.077417 Florida HILLSBOROUGH		1/2/2022	3/25/2022	120

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
San Way Farms	27.835957, -82.088222 Florida HILLSBOROUGH		1/2/2022	3/25/2022	120
San Way Farms	27.862965, -82.069612 Florida HILLSBOROUGH		1/2/2022	3/25/2022	120
San Way Farms	27.864157, -82.068358 Florida HILLSBOROUGH		1/2/2022	3/25/2022	120
San Way Farms	27.859934, -82.069392 Florida HILLSBOROUGH		1/2/2022	3/25/2022	120
San Way Farms	27.772481, -82.145641 Florida HILLSBOROUGH		1/2/2022	3/25/2022	120
San Way Farms	27.828893, -82.109146 Florida HILLSBOROUGH		1/2/2022	3/25/2022	120
San Way Farms	27.820376, -82.104352 Florida HILLSBOROUGH		1/2/2022	3/25/2022	120
San Way Farms	27.831887, -82.106462 Florida HILLSBOROUGH		1/2/2022	3/25/2022	120
San Way Farms	27.832838, -82.105224 Florida HILLSBOROUGH		1/2/2022	3/25/2022	120
San Way Farms	27.810202, -82.106577 Florida HILLSBOROUGH		1/2/2022	3/25/2022	120

C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
San Way Farms	27.831887, -82.106462 Florida HILLSBOROUGH		1/2/2022	3/25/2022	120
San Way Farms	28.027764, -82.238103 Florida HILLSBOROUGH		1/2/2022	3/25/2022	120
San Way Farms	27.866211, -82.087094 Florida HILLSBOROUGH		1/2/2022	3/25/2022	120
San Way Farms	27.8690472, -82.0888527 Florida HILLSBOROUGH		1/2/2022	3/25/2022	120
San Way Farms	27.7569083, -82.2609222 Florida HILLSBOROUGH		1/2/2022	3/25/2022	120
Sweet Life Farms	28.013758, -82.244706 Florida HILLSBOROUGH		1/2/2022	3/25/2022	80
Sweet Life Farms	27.982542, -82.246567 Florida HILLSBOROUGH		1/2/2022	3/25/2022	80
Sweet Life Farms	28.036174, -82.243905 Florida HILLSBOROUGH		1/2/2022	3/25/2022	80
Oak Creek Farms	27.401716, -81.588717 Florida HARDEE		3/26/2022	5/31/2022	41
FL Best Farms, Inc.	27.528169, -81.737880 Florida HARDEE		3/26/2022	5/31/2022	125

D. Additional Housing Information

1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Applicable Housing Standards *
Barracks	11425 Walter Hunter Rd Lithia , Florida 33547 HILLSBOROUGH		1	84	☑ Local ☑ State ❑ Federal
Barracks	3406 Edwards Rd Plant City , Florida HILLSBOROUGH		1	44	☑ Local ☑ State ❑ Federal
Barracks	6290 Pinewood Dr Fort Meade , Florida 33841 POLK		1	15	☑ Local ☑ State ❑ Federal
Barracks	4718 & 4722 Trapnell Rd Plant City , Florida HILLSBOROUGH		2	42	☑ Local ☑ State ❑ Federal
Barracks	2345 & 2337 US Hwy 98 Fort Meade , Florida 33841 POLK		2	26	☑ Local ☑ State ❑ Federal
Barracks	706 Bill Head St Avon Park , Florida HIGHLANDS		1	3	☑ Local ☑ State ❑ Federal
Barracks	605 Grandview Terrace Avon Park , Florida HIGHLANDS		1	10	☑ Local ☑ State ❑ Federal
Barracks	14A Miracle St Avon Park , Florida HIGHLANDS		1	20	☑ Local ☑ State ❑ Federal
Barracks	18A Miracle St Avon Park , Florida HIGHLANDS		1	6	☑ Local ☑ State ❑ Federal
					❑ Local ❑ State ❑ Federal

H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

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*) *

The employer will make the following deductions from the Worker's wages: FICA taxes, Medicare, Local, State (if applicable) and Federal Income tax as required by law. Workers will be charged for the following: cash advances and repayment of loans, meals (if applicable) repayment of overpayment of wages to the worker, and any other charges expressly authorized by the Worker in writing. No deduction not required by law will be made that brings the worker's hourly earnings below the statutory federal or state minimum wage. There may be deductions that reduce your pay below the stated contract wage; but will not reduce your pay below Federal or State Minimum Wage, whichever is higher. FICA, State and Federal taxes will not be deducted from those worker's wages that are working under a temporary, agricultural visa, unless it's discovered it is required or if the worker request withholding.

b. Job Offer Information 2

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*) *

All applicants may apply at their local State Workforce Office. Interested candidates are to review the terms, conditions, and nature of employment as shown on the ETA 790 and its corresponding attachments. Candidates who may legally work in the United States and have a copy of the job should call Shannon McNeill at (561) 996-1148. Monday Thursday 9:00 am until 3:00 pm. No collect calls will be accepted, walk in applicants will be accepted at 2461 N Main St, Belle Glade FL 33430. Workers should be fully apprised by the local employment office of the terms, conditions, and nature of employment prior to referral. This will enable applicants to review all the information and make an informed decision about the job and will ensure compliance with disclosure requirements. Interstate (out of state) and Intrastate (in state) candidates will be interviewed over the phone. Over the phone interviews (for non-local applicants) will be done once employer has received written confirmation that the employer has complied with all disclosure requirements in accordance with MSPA 20 CFR 500.76. Participation and monitoring of the interview process by SWA staff guarantee proper disclosure of the terms and conditions and protects the integrity of the interview process. Workers should be fully apprised by the local employment office of the terms, conditions, and nature of employment prior to referral. This will enable applicants to review all the information and make an informed decision about the job and will ensure compliance with disclosure requirements. Completing an application is part of the interview process.

Workers should be fully apprised by the local employment office of the terms, conditions, and nature of employment prior to referral. Workers are screened for compliance with the following criteria: 1) confirm ability, availability, qualifications, and willingness to perform work described and confirm intention to work the entire season, 2) local workers confirm availability of reliable daily transportation to and from the job site for the entire season. Non-local workers confirm availability of transportation to job site to begin work, 3) confirmation of full disclosure of all terms, condition, and nature of work-job by local employment staff, 4) affirmative confirmation of legal qualifications to work in the US as described below. The employer may terminate the worker (foreign and/or domestic) with notification to the employment service if employer discovers a criminal conviction record or status as a registered sex offender that employer reasonably believes, consistent with current law, will impair the safety and living conditions of other workers. Workers recruited against the job order from within normal commuting distance will not be provided with housing, subsistence, and transportation.

Only workers legally entitled to work in the United States and who posses original identity and employment eligibility documents sufficient to complete USCIS Form I-9, as required by the Immigration and Nationality Act, will be permitted to complete the hiring process. Workers referred against this order should be informed that they must have these documents in their possession when they arrive at the place of employment. Provided that workers complete section 1 of form I-9, workers will have three business days to produce the required documentation to complete section 2 of form I-9, as provided in the Act. Workers not providing this documentation will not be allowed to go to work on the fourth business day of employment, or any subsequent days until the documentation is provided, as provided in the Act.

H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - A2/ Workers Needed

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

The number of workers shown is the aggregate number of foreign workers that will be employed by the employer under this temporary employment certification. The approximate maximum number of workers (foreign and domestic) to be employed in the certified occupation is shown on the addendum. The numbers shown are approximations provided for the governing administrative agencies. The actual number of workers employed in the certified job opportunities of the grower at any given time may be more or less than the approximate numbers shown in the addendum, depending upon crop conditions, weather, markets or other circumstances that develop during the season. Employer anticipates hiring local workers in addition to this job order being filed.

d. Job Offer Information 4

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - A6/ Anticipated dates of need

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

Approximate time during the contract period of crop activities for all crops included in the application. All of the time frames related to specific job descriptions for each crop listed in job description is approximations for the purpose of disclosure to potential applicants, applicants, and employee (both foreign and domestic). The job activities described may, in fact, occur earlier and/or later depending on a wide variety of variable?s including, but not limited to, weather conditions, weather disaster(s), Acts of God, disease pressure, positive or negative market conditions, availability or lack of availability of productions inputs, high or low cost of available inputs, and other factors, that the grower could not reasonably anticipate at the time this application was submitted and is beyond the control of the employer. These could develop and could occur at any time during the course of the growing season.

H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - 8A/ Additional Job terms and conditions

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

A). Discipline and/or Termination: Employer may discipline and/or terminate the worker for lawful job-related reasons and so notify the Job Service local office of the termination if the worker: a) refuses without justified cause to perform work for which the worker was recruited and hired, b) commit serious act(s) of misconduct or serious or repeated violation(s) of Work Rules. c) threatens, harasses, or intimidates any supervisor, crew leader, or fellow employees, d) malingers or otherwise refuses without justified cause to perform as directed the work for which the Worker was recruited and hired; e) provides other lawful job-related reason(s) for termination of employment, f) abandons his employment (5 consecutive days of unexcused absences); g) falsifies identification, personnel, medical, production or other work related records, h) fails or refuses to take a drug test, or i) commits acts of insubordination, j) the employer may terminate the worker (foreign or domestic) with notification to the employment service if employer discovers a criminal conviction record or status as a registered sex offender that employer reasonably believes, consistent with current law, will impair the safety and living conditions of other workers. Reason beyond employer?s control? includes termination of workers, if he not a U.S. worker because a U.S. worker makes himself available for the job under DOL?s 50% rule. Workers must notify the employer prior to voluntarily terminating their employment. All wages due will be forwarded to the last known address for Workers that leave without providing notice. It is imperative that workers provide a complete and accurate address to the employer no later than the first day of employment. These employers have a no complete, no rehire policy. Termination for lawful job-related reasons before the specified ending date listed in this application will disqualify the employee from future employment opportunities with this employer. Workers who abandon their employment without notice during the period covered by this work agreement will be disqualified from future employment opportunities with this employer. Voluntary resignation before the specified ending date listed in this application may disqualify the employee from future employment opportunities with this employer. For workers who resign their employment voluntarily, the employer will consider and evaluate special circumstances and hardship cases on a case-by-case basis. Employees, without exception, are required to notify appropriate supervisory staff prior to voluntarily terminating their employment to be considered and eligible for exemption to the no complete - no rehire policy.

Training: There will be a short demonstration period (up to 1 hr.) to familiarize workers with job specifications, to demonstrate proper methods and other crop specific issues. The employer will not provide separate formal orientation or training periods for each different crop or each different type of task or job assignment covered within the job description. After completion of the training period the employer will expect all workers to possess the skills to work in the production of the crops above

f. Job Offer Information 6

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Farm, Harvest & Field food safety rules

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

FARM, HARVESTING, AND FIELD FOOD SAFETY RULES

1.Worker must practice good personal hygiene.
2.Worker should wash and sanitize hands for at least 20 seconds:
a.Before and after working
b.Before beginning work in a different area
c.Before and after eating
d.After visiting the restrooms, toilets and port-a-johns
e.Before and after treating an open wound or cut
f.Before and after treating an individual with a cut or wound
g.After blowing of nose
h.After touching the hair or face
i.After sneezing or coughing
j.After touching anything which can cause contamination or performing maintenance
k.After any break
l.After handling any dirty raw material or garbage
m.After touching animals or animal feces
3.All jewelry (ring with stones, watches, earrings, etc) must be removed before entering any work area. Wedding bands without stones are permitted (supervisor?s authorization is required).
4.Eating food, drinking beverages, chewing gum and using tobacco products are strictly prohibited in all work areas.
5.Worker should use proper hand washing and toilet facilities.
6.Report any active case of illness to crew leader or supervisors before beginning work. Workers with bad colds, contagious diseases, boils or sores will not be allowed to contact product, equipment, boxes and containers.
7.If worker cuts him or herself while working, worker should stop work immediately, cover the wound, and report it to the supervisor. Keep wounds covered so that you do not contaminate the product, equipment, boxes and containers with body fluids.
8.All workers shall maintain neatness while in working areas.
9.Personal items such as pens, pencils, keys, tobacco products, cell phones, snacks, etc., shall not be carried in pockets while in working areas.
10.Animals are prohibited on all farm premises.
11.Only employer personnel and registered visitors are allowed on the employer?s premises. Visitors must sign in at designated area prior to entering the premises.
12.Workers families and children are not allowed in any work area.
13.Tools, knives and sheaths must be sanitized upon entering each field, leaving each field, with each crop change and after each break. Worker should wear knife sheath at all times when working. Knife should be stored in sheath.
14. If issued, worker should change and have laundered at least every other day his/her uniforms, and protective clothing. If required, worker should use personal protective equipment correctly.
15. No glass is allowed in any work areas.

H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Covid-19 Notifications

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

Personal Hygiene and Safety Protocols
We are following protocols provided by the CDC, as well as any state or local health requirements. We may also implement additional safety requirements, at our discretion, at any time. Our current safety requirements are as follows:
?Wash your hands as soon as you enter the workplace.
?Wear a face covering that covers your nose and mouth, always, unless you have received specific instruction otherwise.
?Stay at least 6 feet away from all other people, always. If a 6-foot distance cannot be maintained, a mask must be worn, even if you are otherwise exempted from that requirement.
?If you cough or sneeze while not wearing a face covering, do so into your elbow or a tissue. Immediately throw away the tissue (if used), promptly wash your hands, and put on a face covering to avoid further exposing those around you.
Illness and Sick Leave
You may be subject to health screening when entering the workplace including daily taking of temperature.
Workers may be required to quarantine based on the states requirements.
If you feel any signs of illness, you must stay home. Common symptoms of COVID-19 include fever, chills, cough, shortness of breath, difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion, runny nose, nausea, vomiting, and diarrhea.
Close Contact with an Infected Person
If someone in your household or someone with whom you have had close contact (less than 6 feet) has been diagnosed with COVID-19, including a presumptive diagnosis, contact your supervisor immediately, and before returning to the workplace. Quarantine may be required.

In an effort to limit exposure, the employer may not permit guests in the living quarters. If this occurs employer will allow guests at specifically designs areas. Employees will be provided this information upon enforcement.

h. Job Offer Information 8

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties

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

STRAWBERRIES-
Hand-Harvesting Strawberries: Each worker will be assigned a picking badge for identification to the workers employment number. The worker will keep the picking badge throughout the workday. Each worker must place a pre-printed numeric sticker to each box. The numeric sticker roll will be assigned to the worker by the supervisor. Workers will move down to the assigned rows picking all ripe berries, grading berries in the field while harvesting, taking care to sort by size, shape, color, quality, and quantity as directed by the supervisor. Each worker must pick the plants clean of all ripe fruit, sort all good berries into specified containers within the box, according to very high-quality standards set forth in the company food safety policy and standard operating procedures. Bad berries will be disposed of as determined by the supervisor. Each worker shall handle berries carefully to avoid bruising. Bruising will weaken the berry. Each harvesting worker is expected to move with the crew from row to row to maintain the efficiency level. Upon completion of each box picked, the worker will take his/her completed box to the crate shed to be viewed for grade, palletized and receive credit on his/her picking badge. Upon completion of the assigned row, the worker will move to the next vacant row to be picked. Harvester may receive disciplinary notice if quality continues to be an issue. At the end of the workday, workers will keep picking badges for the next workday. Hand-Harvesting Processing Strawberries: Each worker will be assigned a picking badge for identification to the workers employment number. The worker will keep the picking badge throughout the workday. As instructed by the supervisor, worker will move down picking all ripe strawberries and discarding any bad berries that show evidence of rot or insect damage. Workers will be instructed by the supervisor to remove the cap of the strawberry with the aid of a slicking tool that is attached to the workers picking cart. Worker will pick the berry, slide it across the slicer to remove the cap. Uncapped berries should go into the harvesting bucket, weighing approximately 20 pounds, when full, buckets are then taken to crate shed at the end of the row and a new bucket is obtained. At the end of the workday, workers will keep picking badge for the next workday. Hand Harvesting Juice Strawberries: Each worker will be assigned a picking badge for identification to the workers employment number. The worker will keep the picking badge throughout the workday. As instructed by the supervisor, worker will move down picking all ripe strawberries and discarding any bad berries that show evidence of rot or insect damage. Berry should go into a harvesting bucket weighing approximately 20 pounds, when full. Buckets are then taken to crate shed at the end of the row and a new bucket is obtained. At the end of the workday, workers will keep badge for the next workday.

Cutting-trimming strawberry plants: Worker will walk down row as instructed and cut/trim runners, leaves and brooms, as directed from each strawberry plant as necessary.

H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties

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

Strawberry Planting: While carrying a bag of strawberry plants, worker will walk down row, while bending, and place one or two plants into each hole in the plastic as instructed and firm dirt around plant.
Drip-tape Hook Up: Workers will be required to cut drip-tape at end of bed as instructed and hook up drip-tape to main water line.
Strawberry Mechanical Harvest Aide: To decrease the amount of walking time spent by the worker in taking their filled box back to the crate shed located at the end of the row, the employer from time to time is planning to utilize a strawberry mechanical harvester aide. This machine, like a mule train used to harvest lettuce and other crops, has conveyor belt wings that move ahead of the worker as they move down their strawberry row filling their containers. When the containers in the box are filled, the worker places the filled box on the conveyor belt and retrieves a new box with containers. Empty boxes and containers are stored on the machine. Harvesters will place new boxes and containers on the harvest machine and resume harvest. Planting transplant plants or seed for: strawberries, squash, pepper, watermelons, cucumbers, beans, eggplants, tomatoes, cantaloupes, blueberries, raspberries, lettuce, cabbage, onions, potatoes, carrots, pecans, apples, peaches, celery, cilantro, broccoli, peas, asparagus, corn, honeydew, cauliflower, mustard, and collard greens.
Assist in Plastic Laying: Workers will hold plastic at end of row as machine moves down row unrolling plastic. Workers will even up end of row with a shovel to make them straight, also will clean out ditches at end of row. Unload plastic drip-tape from truck and load plastic and drip-tape on field machine as needed. May be instructed to remove or reinstall rain bird.
Plastic and Drip-tape removal: unhook drip-tape from main water line, walk down row while pulling plastic down the bed until it is completely removed. Take removed plastic to proper disposal or burning station, as instructed.
Fabric Laying: As instructed, worker will move down drainage ditches between rows and assist in laying fabric material in ditch.
WEEDING: Workers will remove weeds by use of a hoe/pickaxe from the walkway and remove all weeds growing around plants by hand. Workers will remove weeds from the growing area by raking piles of debris and dispose of it as directed by the farm manager and or/crew supervisor.

j. Job Offer Information 10

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties

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

SANITATION REQUIREMENTS: For food and general safety purposes, all workers will be required and expected to always follow common sanitary practices. This is particularly critical when working in agricultural crops for human consumption. Employees are required to cleanse their hands by washing them thoroughly with soap and water after using the bathroom and before entering the fields. All workers must report all injuries and illnesses to their employer. As well as any communicable diseases such as but not limited to diarrhea, or any other infectious disease or illness. Workers shall report immediately any cuts or abrasions that cause open bleeding. No tobacco, food, gum, candy, drinks (other than water) or medication is allowed while working in the field. No jewelry, watches, or fingernails longer than 1/8 are allowed. No open toe shoes or sandals are permitted. Glass bottles, drinking glasses, or any item made from glass are prohibited in the field. Improper hygiene will not be tolerated. Throw the used bathroom tissue into the toilet every time, then flush the toilet. Keep the restrooms, rest areas and portable facilities in the filed clean for others always. The employer will provide the tools necessary to perform the described job duties without charge to the worker. The employer will charge the worker for reasonable costs related to the worker's refusal or negligent failure to return the tools or due to such worker's willful damage or destruction of the tools.
HAND LABORER: For all tasks, worker must be able to: stand on feet for approximately 12 hours; bend, twist, stoop, and or perform other repetitive motions; lift to 25 lbs. and follow all Food Safety Guidelines. Assemble boxes in an efficient, organized, and logical manner as needed. Fold flat sheets of carboard into boxes. Stack boxes in organized manner. Sustain enough assembled boxes to keep up with demand as directed by supervisor. Maintain a clean work area by picking up, sweeping, and discarding the small plastic and carboard pieces that fall from the boxes. Feed supply lines with boxes in a timely and organized fashion to maintain a steady supply. Retrieve empty boxes from pallets by hand and place on stage shelf above boxing table. Box size will be directed by supervisor. Maintain a steady supply of raw product on the line and grade by quality. Assist product into clamshell and filled clamshells into boxes. Place boxes on pallets. Verify pallet tags. Efficiently secure finished product pallet with tape, corner boards, plastic banding, stretch wrap etc. Safely and responsibly operate electrical pallet jack to transport pallets to and from supply lines or storage coolers promptly. Verify pallets of product are correct and in accordance with supervisor’s instruction. Training will be provided for this task.

H. Additional Material Terms and Conditions of the Job Offer

k. Job Offer Information 11

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties

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

Blueberries: Produce is manually harvested and field pack blueberry and prune blueberry bushes by hand and machine.

Blueberries will be handpicked into buckets. Once full, buckets are carried to a central weighing or loading area. Blueberries are then poured out of buckets into rectangular totes or lugs which hold two to four buckets. If the farm is field weighing, the totes or lugs are placed on a scale. The picker will either receive tokens for each bucket picked or have an electronic scanning device record the amount picked. Totes or lugs are stacked, palletized, and stored inside a refrigerated truck.
Workers are needed to perform picking, assisting pickers with carrying and pouring their buckets; counting buckets and/or weighing totes or lugs; scanning or passing out tokens; and stacking and palletizing the totes or lugs. Workers may be asked to field pack blueberries.
Additionally, buckets and totes or lugs must be washed, sanitized, and dried between harvests. Once clean, the buckets, totes or lugs must be organized, taken to the field, and moved to various locations in the field. Additional items such as the scale, water, pallets, and pallet ties must also be organized, taken to the field, and moved to various locations in the field. These items may be hand carried, loaded, and transported on a refrigerated truck or passenger truck, or loaded and transported on another light vehicle such as a golf cart.
Workers are needed to wash, sanitize, and dry buckets, totes, and lugs and to organize and stack onto a truck or trailer items needed for harvest. Workers are also needed to organize, carry, load and unload items throughout the day.

BLUEBERRY MECHANICAL HARVESTER: This position's main objective is to be responsible in handling food products and following directions for proper cleanliness standards. Other responsibilities but not limited to, include riding behind a blueberry mechanical harvester (picking machine) loading and unloading 35-pound lugs filled with blueberries. Employees will be trained on the mechanical harvester operations such as safety, food defense, security, hygiene, and sanitation according to food safety rules and regulations. Workers may be required to work at night.
General Clean-up: Worksite Property and Housing for Harvesting Workers: Workers on physical work restrictions or when harvesting work is not available may be required to perform miscellaneous clean-up work on worksite property, on structures utilized in the operation, and on housing for harvesting workers. Such clean-up activities include debris; irrigation repair; ditch digging; housing and structure cleaning and repair; and general worksite clean-up as required. Workers will be paid the highest of the adverse effect wage rate, the prevailing wage rate, or the applicable minimum wage rate for time spent performing such clean-up work. Workers may be asked to prune blueberry plants and preform hoop maintenance on the farm.

l. Job Offer Information 12

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties

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

Some workers may be requested to work as team leaders. These workers are chosen at the employer's discretion. Team leaders will be paid at an hourly rate.
The employer will provide the tools necessary to perform the described job duties without charge to the worker. The employer will charge the worker for reasonable costs related to the worker's refusal or negligent failure to return the tools or due to such worker's willful damage or destruction of the tools.
Workers are expected to possess the skills to work in the production of crops listed in this job order. The introductory period for all crop activities is 2 days starting with the first day of employment to acclimate the worker to the physical demands of farm work and to familiarize workers with job specifications and to demonstrate proper harvest methods and other crop specific issues.
Workers must adhere to all safety rules as instructed by the supervisor. Workers must take care to handle tools, equipment and produce in a manner to avoid injury or damage. The employer will comply with all federal, state, and local safety requirements.
GENERAL FARM LABOR: Some of the work required from the worker to be performed that is incidental to farming crops listed in this application may be described as performing hand cultivation duties, planting strawberries, weeding, or hoeing crops, cleaning, repairing seed beds and racks, setting up and moving irrigation pipes and equipment. Tasks the worker must be able to perform include: apply mulch by row mulcher or by hand; apply ground cover to beds using machine or by hand; remove debris from bed preparation process to clean growing area; finish row ends with shovels provided by employer; unload plants by hand from trucks and move plants to planting location by hand; assist in pest controls; install culverts for field drainage; remove and reinstall sprinklers during bed preparation, re-plant missing or unhealthy plants as directed; remove or pull up strawberry plants in preparation for next crop; remove blossoms (de-blossom) to improve fruit quality; remove debris, boxes, and discarded fruit from fields to keep clean growing areas; general ranch maintenance; basic irrigation maintenance; make sandbags, clean and maintenance equipment and tools, assist in equipment cleaning, assist in applications by hand or tractor of fertilizers and or/pesticides; frost control of sprinklers, frost blanket coverings, or hoop coverings. Worker may also be required to perform the following duties: tilling soil, level land, bed rows, lay/pull drip, connect/disconnect drip, patch/repair plastic, cut and tuck ends of plastic, pull/burn plastic, shovel work, digging/cleaning ditches, set/fix rain birds, punch holes, set vegetables, transplanting, cut runners, trim leaves (bushes), trees/limbs, thinning/pruning crops, chopping/twisting plants, stake vegetables, string vegetables, pick up/burn trash, lay ground cover, pull grass, operate plastic machine (during plastic application), load and unload plastic & drip rolls onto plastic machine, put in drain pipes, paint, mow, make/assemble boxes, clean (equipment and/or facilities), operate equipment, load and unload vehicles. May be necessary to assist in the use of farm equipment such as tractors, trucks, and harvest machinery, etc.

H. Additional Material Terms and Conditions of the Job Offer

m. Job Offer Information 13

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - A8a/ Additional wage information

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

Employer reserves the right to pay higher than the stated wage rate to any worker foreign or domestic. This is not promised or guaranteed. The decision to pay above the stated rates will be made by the employer, at their sole discretion, and will be based on factors including the recipients? performance and tenure including working team leaders, and drivers.

n. Job Offer Information 14

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Work Rules 1-15

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

The following other work rules are intended to provide examples of prohibited conduct, and to provide standards of conduct and performance expected of workers by the employer. Workers are expected to comply with all rules in this job order, including these other work rules, and any other lawful job-related employer requirements. Violation of any rule in this job order, including these other work rules, and other lawful job-related employer requirements, will be considered grounds for disciplinary action, up to and including termination. This is not an all-inclusive list.

1.Worker must perform his/her assigned work in a careful, workmanlike manner in accordance with the provision of the job order.

2.The illegal possession, illegal use or illegal distribution of drugs on company property, while performing work on others? property, housing property, or in company vehicles/equipment is strictly prohibited. The possession, use or distribution of alcoholic beverages on worksites, or in company vehicles/equipment is strictly prohibited. Anyone suspected to be under the influence of drugs or alcohol will not be permitted to work. Worker may be required to take a drug and/or alcohol test. Worker may not fail or refuse to take such tests.

3.Excessive absences and/or tardiness will not be tolerated. Employees are expected to be present, on time, able, ready, and willing to perform the assigned work every workday. Two consecutive days of unexcused absences or three in a 30-day period. Violation will be CAUSE FOR IMMEDIATE TERMINATION. Five consecutive days of unexcused absences is considered abandonment of their position. Worker must report at assigned time and place each workday as directed by the crew leader and/or supervisor Excessive tardiness is defined as 2 unexcused tardies in a row or 5 unexcused tardies in a period of thirty days. WORKERS WILL BE DISCHARGED FOR EXCESSIVE TARDINESS.

4.Worker may not take unauthorized breaks from work.

5.Worker may not leave the field or other assigned work area without permission of supervisor.

6.Worker may not enter employer?s premises without authorization.

7.Worker may not begin work prior to scheduled starting time or continue working after stopping time unless authorized by the supervisor.

8.Worker may not deliberately restrict production.
9.Worker may not possess weapons or ammunition on company property, while performing work on others? property, on housing property, or in company vehicles/equipment. Worker may not verbally or physically threaten another person with any tool or weapon.

10.Worker may not display immoral or indecent conduct on company property, while performing work on others? property, on housing property, or in company vehicles/equipment.

11.Worker may not engage in harassment of others.

12.Worker may not tamper with vending or cash machines.

13.Only the employees of the company are allowed on company property, on housing property, or in company vehicles/equipment. No others are allowed without permission from a supervisor.

14.Worker will be discharged for fighting, horseplay, or scuffling on company property, on housing property, or in company vehicles/equipment.

15.Worker may not post or remove any notices, signs, or other instructions from the employer?s bulletin boards or the employer?s property without permission from the employer.

H. Additional Material Terms and Conditions of the Job Offer

o. Job Offer Information 15

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Work Rules 16 -29

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

16.Worker may not falsify identification, personnel, medical, production or work-related records.

17.Worker may not willfully abuse or destroy any machinery, vehicle, equipment, tools or other property belonging to the employer or to others.

18.Worker may not use or operate vehicles, machines, tools, equipment or property to which the worker has not been specifically assigned by his crew leader and/or supervisor. Worker may not use or operate vehicles, machines, tools, equipment or property for their personal use unless expressly authorized by the employer.

19.Worker may not misuse, remove, or attempt to remove company possessions from company property, from housing property, or from company vehicles/equipment without authorization. Worker may not misuse, remove or attempt to remove fellow workers possessions.

20.Worker may not abuse, write or mark on, or destruct company possessions or possessions of others.

21.Worker must obey all safety rules, common safety practices and operating instructions. Worker must report any injuries or accidents to their supervisor or their employer as soon as possible. Unsafe work behavior or failure to report an unsafe situation will subject the worker to disciplinary action.

22.Worker must follow crew leader and/or supervisor?s instructions.

23.Worker may not commit acts of insubordination ? including, but not limited to, the refusal to perform assigned work, the use of malicious or profane language toward crew leaders or supervisors, or other conduct which fails to regard authority or undermines the authority of a crew leader or supervisor.

24. After the training period, worker is expected to possess the skills necessary to perform the job described in the job order.

25.Worker will not knowingly engage in any type of behavior or take any action that might cause the employer to be out of compliance with any local, state, or federal law.

26.Worker must not drop paper, cans, bottles and other trash in fields, packinghouse, company property, others? property, housing property, or in company vehicles/equipment. Trash and waste receptacles must be used.

27.Personal vehicles are not allowed in the fields. Personal vehicles will need to be left at designated location as set by the employer.

28.All personal entertainment devices are prohibited at work-Do not bring these to work with you.

29.Workers may not use cell phones, theirs or the employers, for personal use during the work period. Workers may carry and are encouraged to use cell phones in the case of a bona fide emergency. The employer is not responsible for lost or damage phones.

p. Job Offer Information 16

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

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

SUBSTANCE ABUSE POLICY: This employer will strive to provide a safe and healthful work environment, free of substance abuse, for the protection of our associates, employees and visitors. The use, possession or being under the influence of illegal drugs or alcohol during working time is prohibited. Employees may also be requested to take random drug tests at no cost to the worker. Workers are subject to random drug testing effective their first date of work. Failure to comply with the request or testing positive will result in immediate termination.
Duty to leave: Pursuant to 20 CFR 655.135(i)(1), each employee that enters the United States with an H-2A temporary work visa must return at the end of the period listed in this contract and certified by the U.S. Department of Labor or upon separation from the employer, whichever is earlier, unless the employee is being sponsored by another subsequent H-2A employer.

Grievance Policy: If any area of your work is causing you concern, you have the responsibility to address your concern with your immediate supervisor. Most problems can and should be solved in discussion with your immediate supervisor; if after these attempts there is no satisfactory resolution, you should bring your concerns to upper management.

This employer strongly urges the reporting of all incidents of discrimination, harassment, bullying, intimidation, or retaliation, regardless of the offender's identity or position. Individuals who believe they have experienced any of these or who have concerns about such matters should file their complaints before the conduct becomes severe or pervasive. Individuals should not feel obligated to file their complaints with their immediate supervisor first before bringing the matter to the attention of upper management. Our goal is to have a work environment where we all treat each other respectfully and professionally. Any unprofessional or disrespectful behavior, even if not illegal, that interferes with that goal and will not be tolerated. The employer reserves the right to respond to inappropriate behavior even where no one has complained or indicated they have been offended. Employer will not tolerate any type of harassment or intimidation of fellow workers. If you are threatened or intimidated in any way you should report this to upper management immediately.

H. Additional Material Terms and Conditions of the Job Offer

q. Job Offer Information 17

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

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

Harassment: The employer committed to providing a safe, flexible and respectful environment for employees, staff, clients, or anyone you come into contact with on company business, free from all forms of sexual harassment. Any type of sexual harassment is grounds for immediate termination. Sexual harassment is a specific and serious form of harassment. It is defined as: unwelcome sexual behaviour, which could be expected to make a person feel offended, humiliated or intimidated. Sexual harassment can be physical, spoken or written. It can include: a) comments about a person?s private life or the way they look, b) sexually suggestive behaviour, such as leering or staring, c) brushing up against someone, touching, fondling or hugging, d) sexually suggestive comments or jokes e) displaying offensive screen savers, photos, calendars or objects, f) repeated requests to go out, g) requests for sex, h) sexually explicit emails, text messages or posts on social networking sites. Just because someone does not object to inappropriate behaviour in the workplace at the time, it does not mean that they are consenting to the behaviour. Sexual harassment is covered in the workplace when it happens at work, at work-related events, between people sharing the same workplace, or between colleagues outside of work.
Prohibition of charging fees: No workers are allowed to charge other workers any fees PERIOD. This includes kickbacks, bribes, recruitment, attorney, processing, placement fees to include, free labor, or any other type of fee or service. Workers being asked for fees or services should report this immediately to employer. Workers caught charging or requesting fees will be terminated immediately.

r. Job Offer Information 18

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Housing Rules 1-9

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

HOUSING RULES
This housing is temporary in-season housing provided for migrant agricultural workers employed by employer. who are unable to commute daily from their normal place of residence. The housing provided is group housing. All residents must be mindful of the rights of other residents for quiet enjoyment of employer-provided housing. For the protection of the employer and the employer?s property, and to assure the comfort of all residents, the following housing rules will apply. Violators of the housing rules will be subject to disciplinary action, which may include termination of employment and/or removal from the housing.

1.Housing assignments will be made exclusively by the employer. Workers may occupy only the housing to which they are assigned. Workers may only sleep in rooms, areas, or units as assigned by the employer or designated supervisor.
2.Workers assigned to bunk beds may not separate the bunk beds, as open floor space in sleeping rooms is needed by all occupants. All beds must be kept elevated at least 12 inches from the floor.
3.Workers must not remove light bulbs from the lights in the housing.
4.Workers who reside in such housing agree to be responsible for maintaining the housing in a neat and clean manner, allowing for reasonable wear and tear. Workers shall cooperate with other workers assigned to such housing in maintaining common kitchen and living areas in good condition. Workers will be required to keep the exterior area surrounding the camp clean and clear of debris. Workers shall promptly report any problems with housing to the employer or designated supervisor.
5.Workers shall report any problem with the housing or any potential problem with compliance immediately upon discovery to the employer or designated supervisor.
6.Kitchen facilities and other common areas are for the use of all residents of the housing unit. Please be considerate of your fellow workers. Each person using the kitchen facilities must clean them up promptly after each use. All occupants must cooperate and share in the responsibility for keeping all common areas clean and maintaining them in good condition. No person with a contagious disease should work in preparing, cooking or handling of the food.
7.The following is not allowed in any sleeping rooms: Electric stoves, gas stoves, hot plates, toaster ovens, refrigerators, electric heaters, air conditioning units, and open flames of any kind.
8.Occupants are forbidden from removing batteries from smoke detectors for any reason.
9. Occupants must not drop paper, cans, bottles or other trash in the housing units or the surrounding area. Trash and waste receptacles must be used. Lids MUST remain on these receptacles at all times as required by law.

H. Additional Material Terms and Conditions of the Job Offer

s. Job Offer Information 19

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Housing Rules 10-25

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

10.Workers living in employer's housing may have guests on housing premises so long as there is no behavior hurtful to others. No persons, other than workers assigned by employer to a room, may sleep in any room. Workers may not entertain guests in or on housing premises after 9:00 p.m. Sunday through Friday, nor after 12 midnight on Saturday.
11.Occupants may not interrupt other workers rest/sleep period by excessive noise or commotion. Workers must not play loud music after 9:00 p.m. on work nights, or after 12:00 p.m. on Saturday night.
12.Fighting, horse play, scuffling, throwing things, drunkenness, loud or rowdy behavior and threatening or harassing other occupants will not be tolerated and may be cause for termination and removal from the housing.
13.Workers are not to remove the paper tag from the fire extinguishers. Extinguishers are to remain in their holder.
14.No firearms or any other weapons may be brought onto the housing premises by any person other than law enforcement officials at any time.

15.Occupants may not post nor remove any notices, signs, posters, bulletin boards, or other such documents from the employer provided housing without specific authority from the employer.
16.Occupants may not willfully abuse or destroy any property at the housing owned and provided by the employer.
17.Occupants may not remove beds, refrigerators, stoves, tables, chairs, etc., or any other equipment from the housing premises without specific authorization from the employer. Do not remove storage boxes provided for storing clothes and personal articles.
18.Workers will be discharged for stealing from the employer or from other workers.
19.The use or possession of illegal drugs will be cause for immediate termination and removal from the housing.

20.Workers will not knowingly or deliberately engage in any type of behavior or take any action that might cause the housing or the grower to be out of compliance with any local, state, or federal law.
21. Common drinking cups are not permitted to prevent the spread of disease and illness.
22. Workers must keep toilet rooms lighted during the day and night.
23. Workers must not feed any stray animals at the housing facilities. Report any stray animals to employer or designated supervisor.
24. Workers must leave all stick props in the windows so that windows can be propped open in warm weather. Workers must not remove screens or screen mesh material from windows or doors.
25.Workers must not remove self-closing devices from doors.
IN THE EVENT OF AN EMERGENCY OR LIFE-THREATENING SITUATION, CALL 911. THE LOCAL AUTHORITIES WILL HAVE SOMEONE RESPOND, DEPENDING ON THE SITUATION ? AN AMBULANCE, THE FIRE DEPARTMENT OR THE POLICE WILL RESPOND.

t. Job Offer Information 20

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

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

Additional housing information: Free family housing is not available and it is not a prevailing practice in the area of intended employment to provide family housing to temporary or seasonal farmworkers. Housing is provided at no cost to workers who are not reasonably able to return the same day to their place of residence. This paragraph applies to such workers only. Housing is not provided to non-workers. Housing capacity is strictly regulated by the US Department of Labor, and no person, other than the eligible employees authorized by the employer, may occupy or remain overnight in employer-provided housing. The housing is offered as temporary in-season (during the employment period only) housing provided for migrant agricultural workers while they are employed at farms beyond normal commuting distance from their residence. Workers provided housing by the employer must vacate the housing upon termination of employment, within one payroll period, in compliance of local/state tenancy laws. No charge will be made for beds or cooking utensils and similar items furnished to workers to whom housing is provided hereunder unless unlawfully removed or damaged beyond normal wear and tear. All housing is group housing in which all workers will share kitchens and common areas without regard to gender. Female workers, however, will be provided with sleeping facilities shared only with other family members or with other females. Sex-segregated toilets facilities will be provided. Workers who reside in such housing agree to be responsible for maintaining the housing in a neat and clean manner. Reasonable repair costs of damage or loss of property, other than that caused by normal wear and tear will be charged to the worker if he is found to be responsible for damage or loss to housing or furnishings.
Housing will be kept clean & in compliance with OSHA farm labor camp standards when occupied. The housing must remain in compliance with OSHA standards during the period of occupancy. Occupants must cooperate with the employer & other workers in maintaining the housing unit in a clean condition & good repair. Residents are required to report any compliance problem with the housing to the employer or supervisor immediately upon discovery. Residents must not take any action to deliberately cause the housing or the grower to be out of compliance with any federal, state or local regulation. The employer, who is ultimately responsible for ensuring compliance, retains the right to inspect the housing to assure compliance with OSHA standards.

H. Additional Material Terms and Conditions of the Job Offer

u. Job Offer Information 21

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - A6/ Anticipated days and hours per week.

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

Anticipated Hours of Work: Worker will report to work at the designated time and place as directed by the Grower each day. The standard workweek is 6 hours per day
Monday-Saturday is normal; however, workers may be requested to work 12+ hours per day depending upon the conditions in the fields and maturity of the
crops but will not be required to do so. Also, the workers may be requested to work on federal holidays and on their Sabbath but will not be required to do so. Workers may volunteer to work additional hours when work is available. Down Time: Workers should expect occasional periods of little or no work because of weather, crop or other conditions beyond the employer?s control. These periods can occur anytime throughout the season. Starting and ending times may vary according to weather and crop conditions. When this occurs, the employer will give workers advance notice as possible. Starting and ending times will change due to weather and crop conditions. During certain times of the season workers are required to work at night. Workers will be given as much notice as possible when changing shifts are required. Also, the workers may be requested to work on federal holidays and on their Sabbath but will not be required to do so. Workers may volunteer to work additional hours when work is available. If a worker is offered and agrees to work more than the scheduled hours during the workweek, they must still report to work on their other scheduled days, unless arrangements are approved in advance with the owner or supervisor. Choosing to work longer hours during the week does not exclude you from working each scheduled work day. Not reporting for work on your scheduled work day will be counted as an unexcused absence.

v. Job Offer Information 22

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*) *