



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

**A. Job Offer Information**

1. Job Title * FarmWorkers and Laborers, Crop							
2. Workers Needed *	a. Total	b. H-2A	Period of Intended Employment				
	100	100	3. Begin Date * 6/28/2022		4. End Date * 11/1/2022		
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.							<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
6. Anticipated days and hours of work per week *							7. Hourly work schedule *
40	a. Total Hours	7	c. Monday	7	e. Wednesday	7	g. Friday
0	b. Sunday	7	d. Tuesday	7	f. Thursday	5	h. Saturday
							a. <u>7</u> : <u>30</u> <input checked="" type="checkbox"/> AM <input type="checkbox"/> PM
							b. <u>2</u> : <u>30</u> <input type="checkbox"/> AM <input checked="" type="checkbox"/> PM
<b>Temporary Agricultural Services and Wage Offer Information</b>							
8a. Job Duties - Description of the specific services or labor to be performed. * (Please begin response on this form and use Addendum C if additional space is needed.) See Addendum C							
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units/Special Pay Information \$	
\$ <u>15</u> <u>37</u>		<input checked="" type="checkbox"/> HOUR <input type="checkbox"/> MONTH		\$ <u>00</u> <u>50</u>		Per LB	
9. Is a completed <b>Addendum A</b> providing additional information on the crops or agricultural activities and wage offers attached to this job offer? *							<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
10. Frequency of Pay. * <input checked="" type="checkbox"/> Weekly <input type="checkbox"/> Biweekly <input type="checkbox"/> Monthly <input type="checkbox"/> Other (specify): <u>N/A</u>							
11. State all deduction(s) from pay and, if known, the amount(s). * (Please begin response on this form and use Addendum C if additional space is needed.) The employer will make the following deductions: Social Security tax and federal income tax withholding as required by Federal, State and local law, cash advances, over-payment of wages, and any other deductions expressly authorized by the worker in writing.							



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**B. Minimum Job Qualifications/Requirements**

1. Education: minimum U.S. diploma/degree required. *			
<input checked="" type="checkbox"/> None <input type="checkbox"/> High School/GED <input type="checkbox"/> Associate's <input type="checkbox"/> Bachelor's <input type="checkbox"/> Master's or Higher <input type="checkbox"/> Other degree (JD, MD, etc.)			
2. Work Experience: number of <u>months</u> required. *	1	3. Training: number of <u>months</u> required. *	0
4. Basic Job Requirements (check all that apply) *			
<input type="checkbox"/> a. Certification/license requirements		<input checked="" type="checkbox"/> g. Exposure to extreme temperatures	
<input type="checkbox"/> b. Driver requirements		<input checked="" type="checkbox"/> h. Extensive pushing or pulling	
<input type="checkbox"/> c. Criminal background check		<input checked="" type="checkbox"/> i. Extensive sitting or walking	
<input type="checkbox"/> d. Drug screen		<input checked="" type="checkbox"/> j. Frequent stooping or bending over	
<input checked="" type="checkbox"/> e. Lifting requirement <u>60</u> lbs.		<input checked="" type="checkbox"/> k. Repetitive movements	
5a. Supervision: does this position supervise the work of other employees? *	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	5b. If "Yes" to question 5a, enter the number of employees worker will supervise. \$	
6. Additional Information Regarding Job Qualifications/Requirements. (Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter " <b>NONE</b> " below) *			
See Addendum C			

**C. Place of Employment Information**

1. Address/Location *			
137 68th St.			
2. City *	3. State *	4. Postal Code *	5. County *
South Haven	Michigan	49090	Van Buren
6. Additional Place of Employment Information (If no additional information, enter " <b>NONE</b> " below) *			
None			
7. Is a completed <b>Addendum B</b> providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

**D. Housing Information**

1. Housing Address/Location *			
9129 Montcalm Ave.			
2. City *	3. State *	4. Postal Code *	5. County *
Greenville	Michigan	49338	Montcalm
6. Type of Housing *		7. Total Units *	8. Total Occupancy *
Labor Camp		8	50
9. Housing complies or will comply with the following applicable standards: *		<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal	
10. Additional Housing Information. (If no additional information, enter " <b>NONE</b> " below) *			
See Addendum C			
11. Is a completed <b>Addendum B</b> providing additional information on housing that will be provided to workers attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No



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**E. Provision of Meals**

<p>1. Describe <u>how</u> 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.)</p> <p>Employer will provide free, convenient and fully equipped with refrigerator, stove, pots, pans, utensils and counter space cooking and kitchen facilities to workers living in employer provided housing, which will enable workers to prepare their own meals. Also will provide transportation once per week to go to the stores and do laundry.</p>	
2. If meals are provided, the employer: *	<input checked="" type="checkbox"/> <b>WILL NOT</b> charge workers for such meals.
	<input type="checkbox"/> <b>WILL</b> charge workers for such meals at \$ <u>      </u> . <u>      </u> per day per worker.

**F. Transportation and Daily Subsistence**

<p>1. Describe the terms and arrangement for daily transportation the employer will provide to workers. *</p> <p>(Please begin response on this form and use Addendum C if additional space is needed.)</p> <p>See Addendum C</p>		
<p>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). *</p> <p>(Please begin response on this form and use Addendum C if additional space is needed.)</p> <p>See Addendum C</p>		
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	\$ <u>  14  </u> . <u>  00  </u> per day *
	b. no more than	\$ <u>  59  </u> . <u>  00  </u> per day with receipts



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**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.)*

Applicants should contact the nearest Michigan Works! Service Center for preemployment screening before contacting the employer, workers that meet the criteria will be interviewed via telephone. All referrals are to be made to Dannia Sanchez (863) 443-0618, Monday through Friday 9:00 am to 5:00 pm Prior to referral, each worker should either read or have read to them a copy of the Job Offer and they understand all the terms and conditions of employment as noted in the order. All workers should also be advised that they will be expected to work for the total period of employment as noted in the Job Offer and should be available to work in any one of the listed activities at the discretion of the employer.

2. Telephone Number to Apply \*

+1 (863) 443-0618

3. Email Address to Apply \*

dannia1975@gmail.com

4. Website address (URL) to Apply \*

N/A

**H. Additional Material Terms and Conditions of the Job Offer**

1. Is a completed **Addendum C** providing additional information about the material terms, conditions, and benefits (monetary and non-monetary) that will be provided by the employer attached to this job order? \*

☒ Yes ☐ No



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**I. Conditions of Employment and Assurances for H-2A Agricultural Clearance Orders**

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

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).



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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 CFR 655.135(d), which lasts until 50 percent of the period of the work contract has elapsed (50 percent rule). 20 CFR 655.122(i).

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

9. **EARNINGS RECORDS:** Employer agrees to keep accurate and adequate records with respect to the workers' earnings at the place or places of employment, or at one or more established central recordkeeping offices where such records are customarily maintained. 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).





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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).



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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 \$
Sanchez	Dannia	
4. Title *		
Owner		
5. Signature (or digital signature) *		6. Date signed *
Digital Signature Verified and Retained By <i>Certifying Officer</i>		5/9/2022

**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.



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

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
008	Fruits and Veg Harvesting	\$ 15 37	Hour	Apples harvesting \$19.00 per 18lbs BU Apple picked by hour \$14.40 per hour Apple packing \$14.40 per hour Blueberry \$ 0.50 per Lb Strawberry \$ 4.00 Per box of 8 baskets Pickles 1-A and 1-B \$ 18.00 50 Lb bushel Pickles 2-A and 2-B \$ 7.00 per bushel Pickles 3-A \$ 4.00 per bushel Pickles 3-B \$ 3.00 per bushel
		\$ .		
		\$ .		
		\$ .		
		\$ .		
		\$ .		
		\$ .		
		\$ .		
		\$ .		
		\$ .		



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**C. Additional Place of Employment Information**

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Blue Harvest	11481 State Rd. Nunica, Michigan 49448 OTTAWA	None	6/28/2022	11/1/2022	100
Blue Harvest	13672 Paul-Lin Lane Grand Haven, Michigan 49417 OTTAWA	None	6/28/2022	11/1/2022	100
Blue Harvest	18101 120th Ave Nunica, Michigan 49448 OTTAWA	None	6/28/2022	11/1/2022	100
Blue Harvest	699 E Mt Garfield Rd Norton Shores, Michigan 49441 MUSKEGON	None	6/28/2022	11/1/2022	100
Blue Harvest	10832 White Rd. Ravenna, Michigan 49451 MUSKEGON	None	6/28/2022	11/1/2022	100
Blue Harvest	567 E Mt Garfield Rd Norton Shores, Michigan 49441 MUSKEGON	None	6/28/2022	11/1/2022	100
Blue Harvest	14079 168th Ave Grand Haven , Michigan 49417 MUSKEGON	None	6/28/2022	11/1/2022	100
Tom Heffron Orchards	13655 Heffron Rd. Belding , Michigan 48809 IONIA		6/28/2022	11/1/2022	100
Tom Heffron Orchards.	12900 Ten Mile Rd. Greenville, Michigan 27834 MONTCALM	None	6/28/2022	11/1/2022	100
Adkin Blue Ribbon Packing Company, Inc.	137 68th St. South Haven, Michigan 49090 VAN BUREN	None	6/28/2022	10/1/2022	100



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**C. Additional Place of Employment Information**

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Adkin Blue Ribbon Packing Company, Inc.	304 68th St. South Haven, Michigan 49090 VAN BUREN	None	6/28/2022	10/1/2022	100
Adkin Blue Ribbon Packing Company, Inc.	63377 48th Ave Hartford MI 49057 Hartford, Michigan 49057 VAN BUREN	None	6/28/2022	10/1/2022	100
Adkin Blue Ribbon Packing Company, Inc.	54491 CR 388 Grand Junction MI 49056 Grand Junction, Michigan 49056 VAN BUREN	None	6/28/2022	10/1/2022	100
D & K Properties	6177 Grosvenor Rd. Sand Lake, Michigan 49343 KENT	None	7/1/2022	11/1/2022	100
D & K Properties	17321 Shaner Ave. Sand Lake , Michigan 49343 KENT	None	7/1/2022	11/1/2022	100
Duane Rasch Orchard, LLC.	3339 Ashley Ave. Lowell, Michigan 49331 KENT	None	6/28/2022	11/1/2022	100
Tom Heffron Orchards.	13994 Strotheide Belding, Michigan 48809 IONIA	None	7/1/2022	11/1/2022	100
Tom Heffron Orchards.	7780 Ashley Ave. Belding, Michigan 48809 IONIA	None	7/1/2022	11/1/2022	100
Tom Heffron Orchards.	8520 Lessiter Belding, Michigan 48809 IONIA	None	7/1/2022	11/1/2022	100
Tom Heffron Orchards.	13950 Ten Mile Rd. Greenville, Michigan 27834 MONTCALM	None	7/1/2022	11/1/2022	100

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**C. Additional Place of Employment Information**

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
May Brothers LLC.	4534 Gibbs Rd. Grand Rapids, Michigan 49544 KENT	None	7/1/2022	11/1/2022	100
May Brothers LLC.	10675 Peach Ridge Ave Sparta, Michigan 49345 KENT	None	7/1/2022	11/1/2022	100
May Brothers LLC.	18797 20th Ave. Conklin, Michigan 49403 OTTAWA	None	7/1/2022	11/1/2022	100
May Brothers LLC.	10110 Peach Ridge Ave. Sparta, Michigan 49345 KENT	None	7/1/2022	11/1/2022	100
May Brothers LLC.	3775 15 Mile Rd. Kent City, Michigan 49525 KENT	None	7/1/2022	11/1/2022	100
MR Orchards LLC.	2730 Alden Nash NE Lowell, Michigan 49331 KENT	None	6/28/2022	11/1/2022	100
Platte Fruit	10405 Belding Road Belding, Michigan 48809 IONIA	None	7/1/2022	11/1/2022	100
Rabe Orchards, LLC.	3877 S 28th Ave Shelby, Michigan 49455 OCEANA	None	7/1/2022	11/1/2022	100
Rabe Orchards, LLC.	6741 W Winston Rd Montague, Michigan 49437 MUSKEGON	None	7/1/2022	11/1/2022	100
Rabe Orchards, LLC.	6245 S 36th Ave New Era, Michigan 49446 OCEANA	None	7/1/2022	11/1/2022	100



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**C. Additional Place of Employment Information**

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Richert Blueberries, LLC.	12346 144th Ave Grand Haven, Michigan 49417 OTTAWA	None	6/28/2022	10/1/2022	100
Richert Blueberries, LLC.	10005 144th Ave West Olive, Michigan 49460 OTTAWA	None	6/28/2022	10/1/2022	100
Richert Blueberries, LLC.	13791 Leonard Spring Lake, Michigan 49456 OTTAWA	None	6/28/2022	10/1/2022	100
Richert Blueberries, LLC.	4020 Clay Montague, Michigan 49437 MUSKEGON	None	6/28/2022	10/1/2022	100
Sherwood Orchards	4102 W Lincoln Ave. Ionia, Michigan 48846 IONIA	None	7/1/2022	11/1/2022	100
Sherwood Orchards	2609 Potters Rd Ionia, Michigan IONIA	None	7/1/2022	11/1/2022	100
Sherwood Orchards	2263 W Lincoln Ave Ionia, Michigan 48846 IONIA	None	7/1/2022	11/1/2022	100
Twin Bee Orchard	12280 5 Mile Rd. Lowell, Michigan 49331 KENT	None	6/28/2022	11/1/2022	100
Richert Blueberries, LLC.	15854 Buchanan St Grand Haven, Michigan 49417 OTTAWA	None	6/28/2022	10/1/2022	100
ZVS Orchards	6727 Fruit Ridge Ave NW Grand Rapids , Michigan 49544 KENT	None	8/15/2022	11/1/2022	100

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**C. Additional Place of Employment Information**

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
ZVS Orchards	13310 Strotheide Rd. NE Belding , Michigan 48809 IONIA	None	8/15/2022	11/1/2022	100
ZVS Orchards	13058 Strotheide Rd. NE Belding , Michigan 48809 IONIA	None	8/15/2022	11/1/2022	100
ZVS Orchards	6953 Ashley Ave Belding , Michigan 48809 IONIA	None	8/15/2022	11/1/2022	100
ZVS Orchards	6813 Ashley Ave NE Belding , Michigan 48809 IONIA	None	8/15/2022	11/1/2022	100
ZVS Orchards	7035 Lincoln Lake Rd NE Belding , Michigan 48809 IONIA	None	8/15/2022	11/1/2022	100





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**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 *
Multi-Plex	11005 4 Mile Rd. Belding, Michigan 48809 IONIA	The employer will provide housing, without charge to the worker, the employer will require workers to reimburse the employer for damage caused to housing by the individual workers found to have been responsible for damage. Workers should maintain housing in a neat, clean manner. Family Housing is not available and is not a prevailing practice in the area of intended employment. In the event a female worker is hired, separate toilet, shower, and sleeping rooms will be provided.	6	30	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Multi-Plex	11005 4 Mile Rd. Belding, Michigan 48809 IONIA	The employer will provide housing, without charge to the worker, the employer will require workers to reimburse the employer for damage caused to housing by the individual workers found to have been responsible for damage. Workers should maintain housing in a neat, clean manner. Family Housing is not available and is not a prevailing practice in the area of intended employment. In the event a female worker is hired, separate toilet, shower, and sleeping rooms will be provided.	6	30	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Multi-Plex	12268 5 Mile Lowell, Michigan 49331 KENT	The employer will provide housing, without charge to the worker, the employer will require workers to reimburse the employer for damage caused to housing by the individual workers found to have been responsible for damage. Workers should maintain housing in a neat, clean manner. Family Housing is not available and is not a prevailing practice in the area of intended employment. In the event a female worker is hired, separate toilet, shower, and sleeping rooms will be provided.	7	34	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Labor Camp	7780 Ashley Rd. NE Belding, Michigan 4889 IONIA	The employer will provide housing, without charge to the worker, the employer will require workers to reimburse the employer for damage caused to housing by the individual workers found to have been responsible for damage. Workers should maintain housing in a neat, clean manner. Family Housing is not available and is not a prevailing practice in the area of intended employment. In the event a female worker is hired, separate toilet, shower, and sleeping rooms will be provided	9	36	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Labor Camp	13950 Heffron Rd. Belding, Michigan 48809 IONIA	The employer will provide housing, without charge to the worker, the employer will require workers to reimburse the employer for damage caused to housing by the individual workers found to have been responsible for damage. Workers should maintain housing in a neat, clean manner. Family Housing is not available and is not a prevailing practice in the area of intended employment. In the event a female worker is hired, separate toilet, shower, and sleeping rooms will be provided	2	10	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Labor Camp	21837 Kenowa Ave. Conklin, Michigan 49403 OTTAWA	The employer will provide housing, without charge to the worker, the employer will require workers to reimburse the employer for damage caused to housing by the individual workers found to have been responsible for damage. Workers should maintain housing in a neat, clean manner. Family Housing is not available and is not a prevailing practice in the area of intended employment. In the event a female worker is hired, separate toilet, shower, and sleeping rooms will be provided	1	20	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Labor Camp	6245 S 36th Ave. New Era, Michigan 49446 OCEANA	The employer will provide housing, without charge to the worker, the employer will require workers to reimburse the employer for damage caused to housing by the individual workers found to have been responsible for damage. Workers should maintain housing in a neat, clean manner. Family Housing is not available and is not a prevailing practice in the area of intended employment. In the event a female worker is hired, separate toilet, shower, and sleeping rooms will be provided	2	16	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
					<input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal
					<input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal
					<input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal



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**H. Additional Material Terms and Conditions of the Job Offer**

a. Job Offer Information 1

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>Apples Harvesting: Harvesting apples by hand under supervisors instructions, the worker will place a picking sack over the workers? shoulder and carry an 18? to 20? ladder from the field truck to the particular area of the orchard to be harvested. The picking sack is a canvas and metal bag equipped with a shoulder strap for support, an opening for the insertion of fruit, and an opening to remove fruit. A full loaded sack weighs between approximately 35 to 40 pounds, depending upon the size, condition and variety of fruit. Worker positions ladder against the tree and within reach of the fruit in a leaning position, taking care not to break limbs, damage the tree, knock off fruit or interfere with other workers, in a secure position to prevent slipping or falling and possible injury to themselves or other workers. Worker will remove fruit from the tree and place into picking sack taking care to not bruise the fruit and to leave the stems attached to the apples. When pick sack is full take full sack to fruit bin and carefully dump. All fruit will be fresh fruit and must be bruise free.</p> <p>Apple Packing: Workers tasks related to packing apples include, but not limited to, operating apple grading equipment, labelers and baggers; adjusting, maintaining and cleaning packing machines; folding cardboard containers. Grade and sort by hand, or classify apples by size, weight, color or condition, placing apples by hand into containers, tape, move and stack cartons on pallets. Repair bulk apple bins and pallets. Use hand tools such as: bag taper, stapler, air-hammer, broom and mop. For food and general safety purposes, all workers will be required to follow common sanitary practices, as specified by the employer, at all times. Note: The packing house is located inside the Farm and more than 50% of the product processed is produced by the Fixed Site Employer.</p> <p>PLANTING: All crops. Worker will plant and/or replant as needed. These tasks will include repetitive and physically demanding shovel work. Worker may lift up to 50lbs. Worker may be required to ride a mechanical planter (training will be provided). Worker may be required to hand plant using tools such as a spade or hand trowel.</p>			

b. Job Offer Information 2

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Additional Information Regarding Job Qualifications/Requirements
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>This type of work, involves working conditions that require tremendous stamina, a high level of physical activity in cold or extremely hot conditions in direct sunlight and in adverse weather such as rain. The work requires a high level of physical conditioning. Due to the type of work involved, there is a Probationary Period of five (5) days beginning with the first day of employment, to show possession of the requisite physical strength and endurance to perform this type of work.</p>			

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**H. Additional Material Terms and Conditions of the Job Offer**

c. Job Offer Information 3

1. Section/Item Number *	D.10	2. Name of Section or Category of Material Term or Condition *	Additional Housing Information
3. Details of Material Term or Condition (up to 3,500 characters) * The employer will provide housing, without charge to the worker, the employer will require workers to reimburse the employer for damage caused to housing by the individual workers found to have been responsible for damage. Workers should maintain housing in a neat, clean manner. Family Housing is not available and is not a prevailing practice in the area of intended employment. In the event a female worker is hired, separate toilet, shower, and sleeping rooms will be provided.			

d. Job Offer Information 4

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation
3. Details of Material Term or Condition (up to 3,500 characters) * For workers residing in the employers housing, the employer will provide transportation between the workers living quarters, and the employers work site and return without cost to the worker, employer will have free transportation available for workers not residing in the employers housing, workers will be transported to the work site from a designated daily job reporting site and at the end of the work day they will be transported back to the reporting site.			

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**H. Additional Material Terms and Conditions of the Job Offer**

e. Job Offer Information 5

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * For workers hired from beyond normal commuting distance, after completion of 50 percent of the work contract period, the employer shall reimburse the worker for cost incurred by the worker for transportation and daily subsistence, as required by DOL regulations, from the place from which the worker has come to work for the employer to the place of employment. The inbound transportation will be reimbursed on the basis of no less than the most			

f. Job Offer Information 6

1. Section/Item Number *	G.1	2. Name of Section or Category of Material Term or Condition *	Referral and Hiring Instructions - Referrals Spanish Version
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * Antes de contactar con el empleador, todos los solicitantes deberan contactar con Michigan Works! Service Center mas cercano para el proceso de seleccion pre empleo, a los seleccionados se les hara una entrevista via telefonica. Todas las referencias debern ser hechas a Dannia Sanchez (863) 443-0618, de Lunes a Viernes de 9:00 am a 5:00 pm, Antes de ser referidos, los trabajadores debern de leer o ser ledo la oferta de trabajo y entender todos los trminos y las condiciones de empleo, tambien que se espera que trabajen durante el termino de empleo especificado y que deben estar disponibles para cualquier actividad mencionada a discrecin del patr. n.			



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H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties Cont.....
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Tractor Driving: Some workers may be required to drive tractor. Employer will provide additional training for this task. If worker is eligible to drive under Michigan law, Employer may require worker to drive to and from the worksite and to other locations within 30 miles as directed.</p> <p>General Maintenance: Workers on physical work restrictions or when harvesting work is not available may be required to perform miscellaneous clean-up work on work site property, on structures utilized in the work site operation, and on housing for harvesting workers. Such clean-up activities include the sprouting, pruning, and painting of trees; debris, weed, and vine removal; irrigation repair; housing and structure cleaning and repair. The worker in order to perform this kind of work must be able to work outside for at least 6 hours a day in all kinds of weather and be in possession of the requisite physical strength and endurance to repeat the picking process in a timely manner, a one month experience in fruit and vegetable harvesting is required. Workers may be required to drive farm machinery, 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.</p> <p>Una copia del contrato de trabajo o una copia del ETA 790 en lugar de un contrato de trabajo, y cualquier modificacin, se proporcionar al trabajador H-2A a ms tardar en el momento en que el trabajador solicite la Visa, o a trabajador en el empleo correspondiente, a ms tardar el da en que comienza el trabajo. Para un trabajador H-2A que pasa de un empleador H-2A a un empleador H-2A posterior, se proporcionar una copia del contrato a ms tardar en el momento en que el empleador H-2A presente una oferta de empleo.</p> <p>Employees may volunteer to work additional hours when work is available. 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 any time throughout the season, if workers request a leave of absence during these periods of no work, the hours will be deducted from the hours offered under the ETA 790A.</p> <p>A copy of the work contract or a copy of the ETA 790 in lieu of a work contract, and any modifications, will be provided to the 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 going from an H-2A employer to a subsequent H-2A employer, a copy of the contract will be provided no later than the time an offer of employment is made by the subsequent H-2A employer.</p>			

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 Spanish Version Cont.....
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Empaque de manzanas: Las tareas de los trabajadores relacionadas con el empaque de manzanas incluyen, entre otras, la operacin de equipos de clasificacin de manzanas, etiquetadoras y ensacadoras; ajuste, mantenimiento y limpieza de quinas de empaque; envases de cartn plegables. Ordenar y clasificar a mano, o clasificar las manzanas por tamao, peso, color o condicin, colocando las manzanas a mano en contenedores, pegar con cinta adhesiva, mover y apilar las cajas en paletas. Reparacin de palets y contenedores de manzanas a granel. Utilice herramientas manuales como: cnico de bolsas, engrapadora, martillo neumtico, escoba y trapeador. Para fines de seguridad alimentaria y general, todos los trabajadores deben seguir las prcticas sanitarias comunes, segn lo especifique el empleador, en todo momento. Nota: La empacadora se encuentra dentro de la granja y ms del 50% del producto procesado es producido por el Empleador Agrcola.</p> <p>SIEMBRA: Todos los cultivos. El trabajador sembrar y / o replantar segn sea necesario. Estas tareas incluirn trabajo con palas repetitivas y fsicamente exigentes. El trabajador puede levantar hasta 50 libras. Es posible que se requiera al trabajador que monte una sembradora mecnica (se proporcionar capacitacin). Es posible que se le solicite al trabajador que plante con la mano utilizando herramientas como una pala o una llana de mano.</p> <p>CONDUCCION DE TRACTORES: algunos trabajadores pueden ser obligados a conducir tractores. El empleador proporcionar capacitacin adicional para esta tarea.</p> <p>Si el trabajador es elegible para conducir de acuerdo con la ley de Michigan, el Empleador puede requerir que el trabajador conduzca hacia y desde el lugar de trabajo y hacia otros lugares dentro de las 30 millas, segn lo indicado.</p> <p>Mantenimiento general: los trabajadores con restricciones de trabajo fsico o cuando el trabajo de cosecha no est disponible pueden ser obligados a realizar trabajos de limpieza miscelneos en la propiedad del sitio de trabajo, en estructuras utilizadas en la operacin del sitio de trabajo y en viviendas para trabajadores de cosecha. Tales actividades de limpieza incluyen la brotacin, poda y pintura de rboles; eliminacin de escombros, malezas y enredaderas; reparacin de riego; Limpieza y reparacin de viviendas y estructuras.</p> <p>El trabajador para realizar este tipo de trabajo debe poder trabajar al aire libre durante al menos 6 horas al da en todo tipo de clima y estar en posesin de la fuerza fsica y la resistencia necesarias, trabajando de forma rpida y hbil con las manos repetidamente, es requerido un mes de experiencia en cosecha de frutas y vegetales. Los trabajadores pueden ser obligados a conducir maquinaria agrcola. El empleador proporcionar las herramientas necesarias (si corresponde) para realizar las tareas de trabajo descritas sin cargo para el trabajador. El empleador le cobrar al trabajador los costos razonables relacionados con la negativa del trabajador o el incumplimiento negligente de devolver las herramientas o debido al dao intencionado o la destruccin de las herramientas por parte de dicho trabajador.</p>			

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**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 Spanish Version Cont.. (2)
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>Los empleados pueden ser voluntarios para trabajar horas adicionales cuando hay trabajo disponible. Los trabajadores deben esperar periodos ocasionales de poco o nada de trabajo debido al clima, la cosecha u otras condiciones fuera del control del empleador. Estos periodos pueden ocurrir en cualquier momento durante la temporada, si los trabajadores solicitan una licencia durante estos periodos de inactividad, las horas se deducirn de las horas ofrecidas bajo la ETA 790A.</p> <p>Una copia del contrato de trabajo o una copia del ETA 790 en lugar de un contrato de trabajo, y cualquier modificacin, se proporcionar al trabajador H-2A a ms tardar en el momento en que el trabajador solicite la Visa, o a trabajador en el empleo correspondiente, a ms tardar el da en que comienza el trabajo. Para un trabajador H-2A que pasa de un empleador H-2A a un empleador H-2A posterior, se proporcionar una copia del contrato a ms tardar en el momento en que el empleador H-2A presente una oferta de empleo.</p>			

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 Spanish Version
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>Manzana: Cosechando las manzanas a mano, bajo las instrucciones del supervisor, los trabajador se colgara un saco de pisca sobre el hombro, y cargara una escalera de 18 a 20 pies, desde el camin de trabajo hasta el lugar de pisca. El saco de pizca est equipado con una banda para soportarlo en el hombro, tiene una abertura para insertar la fruta y otra para vaciar la frita en la tina, el saco lleno pesa aproximadamente entre 35 a 40 libas, dependiendo del tamao, condicin y variedad de la fruta. El trabajador pondr la escalera contra el rbol tratando de no daar las ramas, el rbol, la fruta o interferir con otros trabajadores, la tendr en una posicin segura para prevenir resbalarse y lastimarse personalmente o a otros trabajadores, el trabajador remover la fruta del rbol y la pondr dentro del saco cuidando de no lastimar la fruta y dejar el tallo adjunto a la manzana, cuando est lleno el saco lo vaciara cuidadosamente en la tina. Toda la fruta es fruta fresca y debe de estar libre de contusiones.</p>			





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**H. Additional Material Terms and Conditions of the Job Offer**

k. Job Offer Information 11

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound/Outbound Continued
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * economical and reasonable charges for the distance involved. If the worker completes the work contract period, or is terminated without cause, the employer will 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, came to work for the employer, or, if the worker has contracted with a subsequent employer who has not agreed in that contract to provide or pay for the workers transportation and daily subsistence expenses from the employers work site to such subsequent employers work site, the employer will provide or pay for such expenses; except that, if the worker has contracted for employment with a subsequent employer who, in that contract has agreed to pay for the workers transportation and daily subsistence expenses from the employers work site to such subsequent employers work site, the employer is not required to provide or pay for such expenses.			

l. Job Offer Information 12

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * Para los trabajadores contratados ms all de la distancia de viaje normal, despues de completar el 50 por ciento del perodo del contrato de trabajo, el empleador reembolsar al trabajador los costos incurridos por el trabajador por el transporte y la subsistencia diaria, segn lo exigen las regulaciones del DOL, desde el lugar desde el cual El trabajador ha venido a trabajar para el empleador al lugar de empleo. El transporte entrante ser reembolsado sobre la base de no menos que los cargos ms econmicos y razonables por la distancia involucrada. Si el trabajador completa el perodo del contrato de trabajo, o es despedido sin causa, el empleador proporcionar o pagar el transporte y la subsistencia diaria del trabajador desde el lugar de trabajo hasta el lugar desde el cual el trabajador, sin tener en cuenta el empleo intermedio, vino a trabajar para el empleador, o, si el trabajador ha contratado a un empleador posterior que no ha acordado en ese contrato proporcionar o pagar el transporte de los trabajadores y los gastos de subsistencia diarios desde el lugar de trabajo de los empleadores hasta el lugar de trabajo de dichos empleadores, el empleador proporcionar o pagar tales gastos; excepto que, si el trabajador ha contratado un empleo con un empleador posterior que, en ese contrato, ha acordado pagar el transporte de los trabajadores y los gastos diarios de subsistencia desde el lugar de trabajo del empleador hasta el lugar de trabajo del empleador posterior, el empleador no est obligado a proporcionar o pagar para tales gastos.			

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**H. Additional Material Terms and Conditions of the Job Offer**

m. Job Offer Information 13

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - Daily Transportation Spanish Version
3. Details of Material Term or Condition (up to 3,500 characters) * Para los trabajadores que residen en la vivienda del empleador, el empleador proporcionar transporte entre las viviendas del trabajador y el lugar de trabajo del empleador y regresar sin costo para el trabajador, el empleador tendr transporte gratuito disponible para los trabajadores que no residen en la vivienda del empleador, los trabajadores sern transportados al sitio de trabajo desde un sitio de informes de trabajo diario designado y al final de la jornada laboral sern transportados de regreso al sitio de informes.			

n. Job Offer Information 14

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Meals Spanish Version
3. Details of Material Term or Condition (up to 3,500 characters) * El patr�n proveer gratuitamente un lugar conveniente y total mente equipado con refrigerador, estufa, ollas, sartenes, utensilios y espacio con mostrador para cocinar, a los empleados que se alojen en las viviendas proporcionadas por el patr�n para que puedan preparar sus propios alimentos. Tambin proveer trasporte una vez por semana para ir a las tiendas y a lavar ropa.			

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**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 - Additional Requirements Spanish Version
3. Details of Material Term or Condition (up to 3,500 characters) * Este tipo de trabajo implica condiciones de trabajo que requieren una resistencia tremenda, un alto nivel de actividad fsica en condiciones de fro o calor extremo bajo la luz solar directa y en condiciones climticas adversas como la lluvia. El trabajo requiere un alto nivel de acondicionamiento fsico. Debido al tipo de trabajo involucrado, hay un Perodo de prueba de cinco (5) das que comienza con el primer da de empleo, para mostrar la posesin de la fuerza fsica y la resistencia necesarias para realizar este tipo de trabajo.			

p. Job Offer Information 16

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - Deductions Spanish Version
3. Details of Material Term or Condition (up to 3,500 characters) * El empleador realizar las siguientes deducciones: retencin del impuesto a la Seguridad Social y del impuesto federal sobre la renta, segn lo exijan las leyes federales, estatales y locales, adelantos en efectivo, pago excesivo de salarios y cualquier otra deduccin expresamente autorizada por el trabajador por escrito.			