



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

A. Job Offer Information

1. Job Title * Farmworker							
2. Workers Needed *		a. Total	b. H-2A	Period of Intended Employment			
		111	101	3. Begin Date * 7/20/2022		4. End Date * 10/1/2022	
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>00</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
Temporary Agricultural Services and Wage Offer Information							
8a. Job Duties - Description of the specific services or labor to be performed. * (Please begin response on this form and use Addendum C if additional space is needed.) See Addendum C							
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units/Special Pay Information \$	
\$ <u>15</u> <u>89</u>		<input checked="" type="checkbox"/> HOUR <input type="checkbox"/> MONTH		\$ <u>02</u> <u>46</u>		Harvest 1 - Beet, \$2.46 to Harvest and Pack 12 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.	
9. Is a completed Addendum A 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.) See Addendum C							



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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. *	3	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 " NONE " below) *			
See Addendum C			

C. Place of Employment Information

1. Address/Location *			
4465 State Route 103 S			
2. City *	3. State *	4. Postal Code *	5. County *
Willard	Ohio	44890	Huron
6. Additional Place of Employment Information (If no additional information, enter " NONE " below) *			
Employer owns and/or controls all worksites.			
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? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

D. Housing Information

1. Housing Address/Location *			
4012 Baseline Road			
2. City *	3. State *	4. Postal Code *	5. County *
Plymouth	Ohio	44865	Richland
6. Type of Housing *		7. Total Units *	8. Total Occupancy *
Single-Family House		4	32
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 " NONE " below) *			
Housing provided only to non-local workers (i.e. permanent residence outside normal commuting distance). Only workers may occupy housing. Employer provides separate sleeping and bathroom facilities for each gender. Employer possesses and controls premises at all times. Workers must vacate housing promptly at end of contract period or upon termination, in accordance with state law.			
11. Is a completed Addendum 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

1. Describe how the employer will provide each worker with 3 meals a day or furnish free and convenient cooking and kitchen facilities. * (Please begin response on this form and use Addendum C if additional space is needed.)
Employer does not provide meals. Employer-provided housing includes free and convenient kitchen facilities with appropriate equipment, appliances, cooking accessories, and dishwashing facilities for meal preparation. For workers residing in employer-provided housing, employer also provides free transportation once per week to/from closest town or city for personal errands (e.g., groceries, banking services). Dining, kitchen/cooking facilities and other common areas are shared by all workers. In the event that kitchen facilities become unavailable during the contract period, employer will provide three daily meals in accordance with 20 CFR 655.122(g). In such circumstances, employer will deduct the cost of such meals up to the maximum allowable amount published in the Federal Register, or as otherwise approved by the U.S. Department of Labor.

2. If meals are provided, the employer: *	<input type="checkbox"/> WILL NOT charge workers for such meals.
	<input checked="" type="checkbox"/> WILL charge workers for such meals at \$ <u>14</u> . <u>00</u> 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.)
For workers residing in employer-provided housing, employer provides, at no cost to workers, daily transportation to and from the worksite. Use of employer-provided transportation is voluntary. Daily transportation to/from the worksite is not available to workers who do not reside in employer-provided housing. Local workers and workers who decline employer-provided housing are responsible for own daily transportation.

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.)
Employer pays/reimburses foreign workers for all visa-related costs (excluding passport fees) in the first workweek. For non-commuting workers, employer pays/reimburses reasonable travel costs (transportation, daily subsistence, and lodging if applicable) from the place worker departed to the employer's place of employment.

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.)

Employer accepts referrals and applicants from all sources. Interview required. Employer's agent conducts interviews by phone at time of inquiry or within a reasonable time thereafter. Interviews conducted at no cost to applicants, whether via phone or in-person. Contact Employer's agent Monday through Friday during the hours of 9:00 AM - 5:00 PM ET. If unavailable, contact employer directly during the hours of 9:00 AM - 5:00 PM ET.

Employer Agent:

MAS Labor H2A, LLC

(434) 260-8833

referrals@maslabor.com

Referring State Workforce Agency (SWA) responsible for informing applicants of terms and conditions of employment. After coordinating referral with local order holding office, referring SWA should contact employer or employers agent to provide notice of the referral. When possible, SWA should furnish translator services as needed. Employer requests advance notice by the SWA if holding office intends to refer multiple applicants concurrently.

To be eligible for employment, applicants must:

1. Be able, willing, and available to perform the specified job duties for the duration of the contract period;
2. Have been apprised of all material terms and conditions of employment;
3. Agree to abide by all material terms and conditions of employment;
4. Be legally authorized to work in the United States; AND
5. Satisfy all minimum job requirements.

2. Telephone Number to Apply *

N/A

3. Email Address to Apply *

jobs@wiersfarm.com

4. Website address (URL) to Apply *

ohiomeansjobs.com

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 §
Wiers	Tyler	
4. Title *		
Vice President		
5. Signature (or digital signature) *		6. Date signed *
Digital Signature Verified and Retained By <i>Certifying Officer</i>		5/23/2022

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
	Harvest 1 - Beet Topped	\$ 03 . 48	Piece Rate	\$3.48 to Harvest and Pack 3095 Cubic Inches into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Chili Cubanelle	\$ 00 . 94	Piece Rate	\$0.94 to Harvest and Pack 24 Quart into a Bucket. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Chili Jalapeno	\$ 01 . 51	Piece Rate	\$1.51 to Harvest and Pack 24 Quart into a Bucket. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Chili Poblano	\$ 00 . 86	Piece Rate	\$0.86 to Harvest and Pack 24 Quart into a Bucket. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Chili Serrano	\$ 02 . 80	Piece Rate	\$2.80 to Harvest and Pack 24 Quart into a Bucket. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Chili Tomatillo	\$ 01 . 76	Piece Rate	\$1.76 to Harvest and Pack 24 Quart into a Bucket. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Cilantro	\$ 00 . 68	Piece Rate	\$0.68 to Harvest and Pack 12 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Cilantro	\$ 00 . 79	Piece Rate	\$0.79 to Harvest and Pack 15 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Cilantro	\$ 01 . 13	Piece Rate	\$1.13 to Harvest and Pack 24 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Cilantro	\$ 01 . 35	Piece Rate	\$1.35 to Harvest and Pack 30 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.

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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
	Harvest 1 - Cilantro	\$ <u>02</u> . <u>02</u>	Piece Rate	\$2.02 to Harvest and Pack 48 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Cilantro	\$ <u>02</u> . <u>46</u>	Piece Rate	\$2.46 to Harvest and Pack 60 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Cucumber	\$ <u>00</u> . <u>81</u>	Piece Rate	\$0.81 to Harvest and Pack 24 Quart into a Bucket. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Dill	\$ <u>00</u> . <u>87</u>	Piece Rate	\$0.87 to Harvest and Pack 12 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Dill	\$ <u>01</u> . <u>05</u>	Piece Rate	\$1.05 to Harvest and Pack 15 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Dill	\$ <u>01</u> . <u>53</u>	Piece Rate	\$1.53 to Harvest and Pack 24 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Dill	\$ <u>01</u> . <u>84</u>	Piece Rate	\$1.84 to Harvest and Pack 30 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Dill	\$ <u>02</u> . <u>81</u>	Piece Rate	\$2.81 to Harvest and Pack 48 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Dill	\$ <u>03</u> . <u>45</u>	Piece Rate	\$3.45 to Harvest and Pack 60 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Eggplant	\$ <u>00</u> . <u>86</u>	Piece Rate	\$0.86 to Harvest and Pack 24 Quart into a Bucket. Piece Rate will be paid to the Individual Harvester.

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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
	Harvest 1 - Green Onion	\$ <u>03</u> <u>56</u>	Piece Rate	\$3.56 to Harvest and Pack 48 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Greens	\$ <u>00</u> <u>86</u>	Piece Rate	\$0.86 to Harvest and Pack 12 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Greens	\$ <u>01</u> <u>18</u>	Piece Rate	\$1.18 to Harvest and Pack 18 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Greens	\$ <u>01</u> <u>51</u>	Piece Rate	\$1.51 to Harvest and Pack 24 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Greens 6 Pack	\$ <u>01</u> <u>65</u>	Piece Rate	\$1.65 to Harvest and Pack 24 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Greens Stripped	\$ <u>01</u> <u>08</u>	Piece Rate	\$1.08 to Harvest and Pack 17 Pounds into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Greens Loose	\$ <u>00</u> <u>86</u>	Piece Rate	\$0.86 to Harvest and Pack 18 Pounds into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Greens Loose	\$ <u>00</u> <u>92</u>	Piece Rate	\$0.92 to Harvest and Pack 20 Pounds into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Greens Loose	\$ <u>00</u> <u>99</u>	Piece Rate	\$0.99 to Harvest and Pack 22 Pounds into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Greens Loose	\$ <u>01</u> <u>08</u>	Piece Rate	\$1.08 to Harvest and Pack 25 Pounds into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.

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Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Harvest 1 - Greens Dandelion	\$ 02 . 00	Piece Rate	\$2.00 to Harvest and Pack 12 Bunch into a Box/Crate/RPC/Tote and Load and Deliver to the Designated Area. Piece Rate will be distributed equally to the Harvesters, Loaders, and Drivers via Crew Distribute.
	Harvest 1 - Leek	\$ 03 . 48	Piece Rate	\$3.48 to Harvest and Pack 12 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Lettuce Sleeved	\$ 01 . 62	Piece Rate	\$1.62 to Harvest and Pack 18 Heads into a Box/Crate/RPC/Tote and Load and Deliver to the Designated Area. Piece Rate will be distributed equally to the Harvesters, Loaders, and Drivers via Crew Distribute.
	Harvest 1 - Lettuce	\$ 00 . 78	Piece Rate	\$0.78 to Harvest and Pack 12 Heads into a Box/Crate/RPC/Tote and Load and Deliver to the Designated Area. Piece Rate will be distributed equally to the Harvesters, Loaders, and Drivers via Crew Distribute.
	Harvest 1 - Lettuce	\$ 00 . 92	Piece Rate	\$0.92 to Harvest and Pack 15 Heads into a Box/Crate/RPC/Tote and Load and Deliver to the Designated Area. Piece Rate will be distributed equally to the Harvesters, Loaders, and Drivers via Crew Distribute.
	Harvest 1 - Lettuce	\$ 01 . 03	Piece Rate	\$1.03 to Harvest and Pack 18 Heads into a Box/Crate/RPC/Tote and Load and Deliver to the Designated Area. Piece Rate will be distributed equally to the Harvesters, Loaders, and Drivers via Crew Distribute.
	Harvest 1 - Lettuce	\$ 01 . 72	Piece Rate	\$1.72 to Harvest and Pack 24 Heads into a Box/Crate/RPC/Tote and Load and Deliver to the Designated Area. Piece Rate will be distributed equally to the Harvesters, Loaders, and Drivers via Crew Distribute.
	Harvest 1 - Lettuce	\$ 01 . 65	Piece Rate	\$1.65 to Harvest and Pack 1 1/9 Bushel into a Box/Crate/RPC/Tote and Load and Deliver to the Designated Area. Piece Rate will be distributed equally to the Harvesters, Loaders, and Drivers via Crew Distribute.
	Harvest 1 - Parsley	\$ 00 . 76	Piece Rate	\$0.76 to Harvest and Pack 12 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Parsley	\$ 00 . 91	Piece Rate	\$0.91 to Harvest and Pack 15 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.

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Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Harvest 1 - Parsley	\$ 01 . 30	Piece Rate	\$1.30 to Harvest and Pack 24 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Parsley	\$ 01 . 57	Piece Rate	\$1.57 to Harvest and Pack 30 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Parsley	\$ 02 . 37	Piece Rate	\$2.37 to Harvest and Pack 48 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Parsley	\$ 02 . 89	Piece Rate	\$2.89 to Harvest and Pack 60 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Pepper Bell	\$ 00 . 86	Piece Rate	\$0.86 to Harvest and Pack 46 Quart into a Bucket. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Pickle	\$ 02 . 11	Piece Rate	\$2.11 to Harvest and Pack 24 Quart into a Bucket. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Radish Small	\$ 01 . 33	Piece Rate	\$1.33 to Harvest and Pack 24 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Radish Big	\$ 01 . 73	Piece Rate	\$1.73 to Harvest and Pack 24 Bunch into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Squash Yellow	\$ 01 . 19	Piece Rate	\$1.19 to Harvest and Pack 2163 Cubic Inches into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Squash Zucchini	\$ 01 . 40	Piece Rate	\$1.40 to Harvest and Pack 2163 Cubic Inches into a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Harvester.

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Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Harvest 1 - Sweet Corn	\$ 01 . 59	Piece Rate	\$1.59 to Harvest and Pack 48 Ears into a Box/Crate/RPC/Tote and Load and Deliver to the Designated Area. Piece Rate will be distributed equally to the Harvesters, Loaders, and Drivers via Crew Distribute.
	Harvest 1 - Tomato Grape	\$ 03 . 59	Piece Rate	\$3.59 to Harvest and Pack 14 Quart into a Bucket. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Tomato Roma	\$ 01 . 19	Piece Rate	\$1.19 to Harvest and Pack 24 Quart into a Bucket. Piece Rate will be paid to the Individual Harvester.
	Harvest 1 - Tomato Round	\$ 00 . 99	Piece Rate	\$0.99 to Harvest and Pack 24 Quart into a Bucket. Piece Rate will be paid to the Individual Harvester.
	Harvest 2 - Beet	\$ 00 . 52	Piece Rate	\$0.52 to Load and Deliver 12 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Beet Topped	\$ 00 . 52	Piece Rate	\$0.52 to Load and Deliver 3095 Cubic Inches in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Chili Cubanelle	\$ 00 . 22	Piece Rate	\$0.22 to Load and Deliver 24 Quart in a Bucket to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Chili Jalapeno	\$ 00 . 22	Piece Rate	\$0.22 to Load and Deliver 24 Quart in a Bucket to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Chili Poblano	\$ 00 . 22	Piece Rate	\$0.22 to Load and Deliver 24 Quart in a Bucket to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Chili Serrano	\$ 00 . 22	Piece Rate	\$0.22 to Load and Deliver 24 Quart in a Bucket to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.



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Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Harvest 2 - Chili Tomatillo	\$ 00 . 22	Piece Rate	\$0.22 to Load and Deliver 24 Quart in a Bucket to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Cilantro	\$ 00 . 40	Piece Rate	\$0.40 to Load and Deliver 12 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Cilantro	\$ 00 . 40	Piece Rate	\$0.40 to Load and Deliver 15 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Cilantro	\$ 00 . 40	Piece Rate	\$0.40 to Load and Deliver 24 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Cilantro	\$ 00 . 40	Piece Rate	\$0.40 to Load and Deliver 30 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Cilantro	\$ 00 . 40	Piece Rate	\$0.40 to Load and Deliver 48 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Cilantro	\$ 00 . 40	Piece Rate	\$0.40 to Load and Deliver 60 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Cucumber	\$ 00 . 22	Piece Rate	\$0.22 to Load and Deliver 24 Quart in a Bucket to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Dill	\$ 00 . 25	Piece Rate	\$0.25 to Load and Deliver 12 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Dill	\$ 00 . 25	Piece Rate	\$0.25 to Load and Deliver 15 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.



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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
	Harvest 2 - Dill	\$ 00 . 25	Piece Rate	\$0.25 to Load and Deliver 24 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Dill	\$ 00 . 25	Piece Rate	\$0.25 to Load and Deliver 30 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Dill	\$ 00 . 25	Piece Rate	\$0.25 to Load and Deliver 48 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Dill	\$ 00 . 25	Piece Rate	\$0.25 to Load and Deliver 60 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Eggplant	\$ 00 . 22	Piece Rate	\$0.22 to Load and Deliver 24 Quart in a Bucket to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Green Onion	\$ 00 . 30	Piece Rate	\$0.30 to Load and Deliver 48 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Greens	\$ 00 . 38	Piece Rate	\$0.38 to Load and Deliver 12 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Greens	\$ 00 . 38	Piece Rate	\$0.38 to Load and Deliver 18 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Greens	\$ 00 . 38	Piece Rate	\$0.38 to Load and Deliver 24 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Greens 6 Pack	\$ 00 . 38	Piece Rate	\$0.38 to Load and Deliver 24 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.



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Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Harvest 2 - Greens Stripped	\$ 00 . 38	Piece Rate	\$0.38 to Load and Deliver 17 Pounds in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Greens Loose	\$ 00 . 38	Piece Rate	\$0.38 to Load and Deliver 18 Pounds in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Greens Loose	\$ 00 . 38	Piece Rate	\$0.38 to Load and Deliver 20 Pounds in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Greens Loose	\$ 00 . 38	Piece Rate	\$0.38 to Load and Deliver 22 Pounds in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Greens Loose	\$ 00 . 38	Piece Rate	\$0.38 to Load and Deliver 25 Pounds in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Leek	\$ 00 . 78	Piece Rate	\$0.78 to Load and Deliver 12 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Parsley	\$ 00 . 33	Piece Rate	\$0.33 to Load and Deliver 12 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Parsley	\$ 00 . 33	Piece Rate	\$0.33 to Load and Deliver 15 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Parsley	\$ 00 . 33	Piece Rate	\$0.33 to Load and Deliver 24 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Parsley	\$ 00 . 33	Piece Rate	\$0.33 to Load and Deliver 30 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.



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	Harvest 2 - Parsley	\$ 00 . 33	Piece Rate	\$0.33 to Load and Deliver 48 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Parsley	\$ 00 . 33	Piece Rate	\$0.33 to Load and Deliver 60 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Pepper Bell	\$ 00 . 22	Piece Rate	\$0.22 to Load and Deliver 46 Quart in a Bucket to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Pickle	\$ 00 . 22	Piece Rate	\$0.22 to Load and Deliver 24 Quart in a Bucket to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Radish Small	\$ 00 . 49	Piece Rate	\$0.49 to Load and Deliver 24 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Radish Big	\$ 00 . 49	Piece Rate	\$0.49 to Load and Deliver 24 Bunch in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Squash Yellow	\$ 00 . 22	Piece Rate	\$0.22 to Load and Deliver 2163 Cubic Inches in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Squash Zucchini	\$ 00 . 22	Piece Rate	\$0.22 to Load and Deliver 2163 Cubic Inches in a Box/Crate/RPC/Tote to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Tomato Grape	\$ 00 . 22	Piece Rate	\$0.22 to Load and Deliver 14 Quart in a Bucket to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 2 - Tomato Roma	\$ 00 . 22	Piece Rate	\$0.22 to Load and Deliver 24 Quart in a Bucket to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.

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Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Harvest 2 - Tomato Round	\$ 00 22	Piece Rate	\$0.22 to Load and Deliver 24 Quart in a Bucket to the designated area. Piece Rate will be distributed equally to the Loaders and Drivers via Crew Distribute.
	Harvest 3 - Beet	\$ 00 00	Piece Rate	\$0.074 - \$0.137 for 12 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Beet Topped	\$ 00 00	Piece Rate	\$0.074 - \$0.137 for 3095 Cubic Inches in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Chili Cubanelle	\$ 00 00	Piece Rate	\$0.039 - \$0.072 for 24 Quart in a Bucket. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Chili Jalapeno	\$ 00 00	Piece Rate	\$0.067 - \$0.124 for 24 Quart in a Bucket. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Chili Poblano	\$ 00 00	Piece Rate	\$0.039 - \$0.072 for 24 Quart in a Bucket. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Chili Serrano	\$ 00 00	Piece Rate	\$0.102 - \$0.189 for 24 Quart in a Bucket. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Chili Tomatillo	\$ 00 00	Piece Rate	\$0.067 - \$0.124 for 24 Quart in a Bucket. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Cilantro	\$ 00 00	Piece Rate	\$0.039 - \$0.072 for 12 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Cilantro	\$ 00 00	Piece Rate	\$0.067 - \$0.124 for 15 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.

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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
	Harvest 3 - Cilantro	\$ 00 . 00	Piece Rate	\$0.067 - \$0.124 for 24 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Cilantro	\$ 00 . 00	Piece Rate	\$0.067 - \$0.124 for 30 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Cilantro	\$ 00 . 00	Piece Rate	\$0.067 - \$0.124 for 48 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Cilantro	\$ 00 . 00	Piece Rate	\$0.067 - \$0.124 for 60 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Cucumber	\$ 00 . 00	Piece Rate	\$0.046 - \$0.085 for 24 Quart in a Bucket. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Dill	\$ 00 . 00	Piece Rate	\$0.067 - \$0.124 for 12 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Dill	\$ 00 . 00	Piece Rate	\$0.067 - \$0.124 for 15 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Dill	\$ 00 . 00	Piece Rate	\$0.067 - \$0.124 for 24 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Dill	\$ 00 . 00	Piece Rate	\$0.067 - \$0.124 for 30 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Dill	\$ 00 . 00	Piece Rate	\$0.067 - \$0.124 for 48 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.

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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
	Harvest 3 - Dill	\$ 00 . 00	Piece Rate	\$0.067 - \$0.124 for 60 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Eggplant	\$ 00 . 00	Piece Rate	\$0.046 - \$0.085 for 24 Quart in a Bucket. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Green Onion	\$ 00 . 00	Piece Rate	\$0.091 - \$0.169 for 48 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Greens	\$ 00 . 00	Piece Rate	\$0.046 - \$0.085 for 12 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Greens	\$ 00 . 00	Piece Rate	\$0.046 - \$0.085 for 18 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Greens	\$ 00 . 00	Piece Rate	\$0.046 - \$0.085 for 24 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Greens 6 Pack	\$ 00 . 00	Piece Rate	\$0.046 - \$0.085 for 24 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Greens Stripped	\$ 00 . 00	Piece Rate	\$0.046 - \$0.085 for 17 Pounds in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Greens Loose	\$ 00 . 00	Piece Rate	\$0.046 - \$0.085 for 18 Pounds in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Greens Loose	\$ 00 . 00	Piece Rate	\$0.046 - \$0.085 for 20 Pounds in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.

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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
	Harvest 3 - Greens Loose	\$ 00 . 00	Piece Rate	\$0.046 - \$0.085 for 22 Pounds in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Greens Loose	\$ 00 . 00	Piece Rate	\$0.046 - \$0.085 for 25 Pounds in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Greens Dendelion	\$ 00 . 00	Piece Rate	\$0.067 - \$0.124 for 12 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Leek	\$ 00 . 00	Piece Rate	\$0.123 - \$0.228 for 12 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Lettuce Sleeved	\$ 00 . 00	Piece Rate	\$0.039 - \$0.072 for 6 Heads in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Lettuce	\$ 00 . 00	Piece Rate	\$0.039 - \$0.072 for 12 Heads in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Lettuce	\$ 00 . 00	Piece Rate	\$0.039 - \$0.072 for 15 Heads in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Lettuce	\$ 00 . 00	Piece Rate	\$0.039 - \$0.072 for 18 Heads in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Lettuce	\$ 00 . 00	Piece Rate	\$0.039 - \$0.072 for 24 Heads in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Lettuce	\$ 00 . 00	Piece Rate	\$0.039 - \$0.072 for 1 1/9 Bushel in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.

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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
	Harvest 3 - Parsley	\$ 00 . 00	Piece Rate	\$0.067 - \$0.124 for 12 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Parsley	\$ 00 . 00	Piece Rate	\$0.067 - \$0.124 for 15 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Parsley	\$ 00 . 00	Piece Rate	\$0.067 - \$0.124 for 24 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Parsley	\$ 00 . 00	Piece Rate	\$0.067 - \$0.124 for 30 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Parsley	\$ 00 . 00	Piece Rate	\$0.067 - \$0.124 for 48 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Parsley	\$ 00 . 00	Piece Rate	\$0.067 - \$0.124 for 60 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Pepper Bell	\$ 00 . 00	Piece Rate	\$0.046 - \$0.085 for 46 Quart in a Bucket. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Pickle	\$ 00 . 00	Piece Rate	\$0.102 - \$0.189 for 24 Quart in a Bucket. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Radish Small	\$ 00 . 00	Piece Rate	\$0.067 - \$0.124 for 24 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Radish Big	\$ 00 . 00	Piece Rate	\$0.067 - \$0.124 for 24 Bunch in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.

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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
	Harvest 3 - Squash Yellow	\$ 00 . 00	Piece Rate	\$0.039 - \$0.072 for 2163 Cubic Inches in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Squash Zucchini	\$ 00 . 00	Piece Rate	\$0.039 - \$0.072 for 2163 Cubic Inches in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Sweet Corn	\$ 00 . 00	Piece Rate	\$0.046 - \$0.085 for 48 Ears in a Box/Crate/RPC/Tote. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Tomato Grape	\$ 00 . 00	Piece Rate	\$0.179 - \$0.332 for 14 Quart in a Bucket. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Tomato Roma	\$ 00 . 00	Piece Rate	\$0.179 - \$0.332 for 24 Quart in a Bucket. Piece Rate will be paid to the Individual Crew Assistant.
	Harvest 3 - Tomato Round	\$ 00 . 00	Piece Rate	\$0.046 - \$0.085 for 24 Quart in a Bucket. Piece Rate will be paid to the Individual Crew Assistant.
	Miscellaneous 1 - Chili Cubanelle Tying 1 Single Tie	\$ 00 . 00	Piece Rate	\$0.004 per 1 Foot. One side of 1 row of stakes. Piece Rate will be paid to the Individual Worker.
	Miscellaneous 1 - Chili Cubanelle Tying 1 Double Tie	\$ 00 . 00	Piece Rate	\$0.007 per 1 Foot. Two sides of 1 row of stakes. Piece Rate will be paid to the Individual Worker.
	Miscellaneous 1 - Chili Jalapeno Tying 1 Single Tie	\$ 00 . 00	Piece Rate	\$0.004 per 1 Foot. One side of 1 row of stakes. Piece Rate will be paid to the Individual Worker.
	Miscellaneous 1 - Chili Jalapeno Tying 1 Double Tie	\$ 00 . 00	Piece Rate	\$0.007 per 1 Foot. Two sides of 1 row of stakes. Piece Rate will be paid to the Individual Worker.

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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
	Miscellaneous 1 - Chili Poblano Tying 1 Single Tie	\$ ____ . ____	Piece Rate	\$0.004 per 1 Foot. One side of 1 row of stakes. Piece Rate will be paid to the Individual Worker.
	Miscellaneous 1 - Chili Poblano Tying 1 Double Tie	\$ ____ . ____	Piece Rate	\$0.007 per 1 Foot. Two sides of 1 row of stakes. Piece Rate will be paid to the Individual Worker.
	Miscellaneous 1 - Chili Serrano Tying 1 Single Tie	\$ ____ . ____	Piece Rate	\$0.004 per 1 Foot. One side of 1 row of stakes. Piece Rate will be paid to the Individual Worker.
	Miscellaneous 1 - Chili Serrano Tying 1 Double Tie	\$ ____ . ____	Piece Rate	\$0.007 per 1 Foot. Two sides of 1 row of stakes. Piece Rate will be paid to the Individual Worker.
	Miscellaneous 1 - Chili Tomatillo Tying 1 Double Tie	\$ ____ . ____	Piece Rate	\$0.012 per 1 Foot. Two sides of 1 row of stakes. Piece Rate will be paid to the Individual Worker.
	Miscellaneous 1 - Cucumber Tying 1 Double Tie	\$ ____ . ____	Piece Rate	\$0.012 per 1 Foot. Two sides of 1 row of stakes. Piece Rate will be paid to the Individual Worker.
	Miscellaneous 1 - Eggplant Tying 1 Double Tie	\$ ____ . ____	Piece Rate	\$0.012 per 1 Foot. Two sides of 1 row of stakes. Piece Rate will be paid to the Individual Worker.
	Miscellaneous 1 - Pepper Bell Tying 1 Single Tie	\$ ____ . ____	Piece Rate	\$0.004 per 1 Foot. One side of 1 row of stakes. Piece Rate will be paid to the Individual Worker.
	Miscellaneous 1 - Pepper Bell Tying 1 Double Tie	\$ ____ . ____	Piece Rate	\$0.007 per 1 Foot. Two sides of 1 row of stakes. Piece Rate will be paid to the Individual Worker.
	Miscellaneous 1 - Pickle Tying 1 Double Tie	\$ ____ . ____	Piece Rate	\$0.012 per 1 Foot. Two sides of 1 row of stakes. Piece Rate will be paid to the Individual Worker.

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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
	Miscellaneous 1 - Squash Yellow Tying 1 Double Tie	\$ 00 . 00	Piece Rate	\$0.007 per 1 Foot. Two sides of 1 row of stakes. Piece Rate will be paid to the Individual Worker.
	Miscellaneous 1 - Squash Zucchini Tying 1 Double Tie	\$ 00 . 00	Piece Rate	\$0.007 per 1 Foot. Two sides of 1 row of stakes. Piece Rate will be paid to the Individual Worker.
	Miscellaneous 1 - Tomato Grape Tying 1 Double Tie	\$ 00 . 00	Piece Rate	\$0.012 per 1 Foot. Two sides of 1 row of stakes. Piece Rate will be paid to the Individual Worker.
	Miscellaneous 1 - Tomato Roma Tying 1 Double Tie	\$ 00 . 00	Piece Rate	\$0.012 per 1 Foot. Two sides of 1 row of stakes. Piece Rate will be paid to the Individual Worker.
	Miscellaneous 1 - Tomato Round Tying 1 Double Tie	\$ 00 . 00	Piece Rate	\$0.012 per 1 Foot. Two sides of 1 row of stakes. Piece Rate will be paid to the Individual Worker.
	Miscellaneous 2 - Coupler Collection	\$ 00 . 00	Piece Rate	\$0.109 per 1 Coupler. Collect old couplers found lying in the field unused and turn them in to the Crew Supervisor. Piece Rate will be paid to the Individual Worker.
	Miscellaneous 3 - Transplanting	\$ 00 . 00	Piece Rate	\$0.011 per 1 Linear Row Foot. Transplant plants by hand using the transplanter machine and/or walking. Piece Rate will be distributed equally to the Workers via Crew Distribute.
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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 §
Wiers Farm, Inc.	W B Storage, 41.03118--82.70773 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	R. Buckingham's, Lee's Tradeground, 41.02534 -82.71305 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Haack Farms, 330 E Township Rd 150 Tiffin, Ohio 44883 GENESEA		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Breyton, Market Field, 41.18658-- 83.17107 Ohio 44883 GENESEA		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Haack Farm, Ken's House, 41.19434- -83.16226 Ohio 44883 GENESEA		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Haack Farm, Market Field, 41.18658- -83.17106 Ohio 44883 GENESEA		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Haack Farm, Moen's, 41.19443-- 83.17365 Ohio 44883 GENESEA		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Haack Farm, River Bottom 11, 41.18576--83.15496 Ohio 44883 GENESEA		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Haack Farm, River Bottom 12, 41.18182--83.15761 Ohio 44883 GENESEA		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Jenning's, Airport Field, 41.03919-- 82.73438 Ohio 44890 HURON		7/20/2022	10/1/2022	101



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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 §
Wiers Farm, Inc.	Jenning's, Skinner NE Field, 41.02537--82.6623 Ohio 44865 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Jenning's, Skinner NW Field, 41.02503-82.66595 Ohio 44865 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Jenning's, Skinner Road Little Field, 41.01961-82.66458 Ohio 44865 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Jenning's, Skinner Rd. Middle Fields, 41.02188-82.66371 Ohio 44865 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Jenning's, Skinner Road S. Field, 41.0186-82.66241 Ohio 44865 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	R. Buckingham's, Bullhead Road, 41.0338 -82.71821 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Greenhouses, 41.02793-- 82.73312 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	R. Buckingham's , Runway, 41.0377 - 82.72192 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Shaver's , Bait Store Field, 41.17735 - 83.16667 Ohio 44883 GENESEA		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Shaver's, Shaver Drive In, 41.18025 - 83.16544 Ohio 44883 GENESEA		7/20/2022	10/1/2022	101



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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 §
Wiers Farm, Inc.	Shaver's, Shaver River Bottom, 41.17758 -83.16038 Ohio 44883 GENEVA		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Shaver's, Wise Field, 41.14863 - 83.16303 Ohio 44883 GENEVA		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Stambaugh's, Stambaugh's Block 1, 41.01559 -82.75012 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Stambaugh's Stambaugh's, Block 2, 41.01124 -82.75145 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Stambaugh's, Stambaugh's Block 3, 41.00734 -82.75104 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Stambaugh's, Stambaugh's Block 4, 41.00279 -82.74577 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Stambaugh's, Stambaugh's Block 5, 40.9982 -82.7449 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Steyer's, Steyer Camp, 41.17873 - 83.17135 Ohio 44883 GENEVA		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Stover, Stover River Bottom, 41.18193 -83.15091 Ohio 44883 GENEVA		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Walcher's, Cemetery Back East Field, 41.10884 -82.6011 Ohio 44855 HURON		7/20/2022	10/1/2022	101



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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 §
Wiers Farm, Inc.	Walcher's, Cemetery Back West Field, 41.10921 -82.60537 Ohio 44855 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Walcher's, Cemetery Field, 41.10522 82.60097 Ohio 44855 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Walcher's, Edward's Road Northeast Field, 41.09486 -82.5573 Ohio 44855 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Walcher's, Edward's Road Northwest Field, 41.09505 -82.56106 Ohio 44855 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Walcher's, Edward's Road South Field, 41.092 -82.55653 Ohio 44855 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Walcher's, Gardener's North, 41.10232 -82.62165 Ohio 44855 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Walcher's, Gardener's South, 41.09826 -82.62185 Ohio 44855 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Walcher's, Old State Field, 41.10163 82.5841 Ohio 44855 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Walcher's, Reservoir Field, 41.10123 82.57001 Ohio 44855 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Walcher's, Walcher Shed North Field, 41.11181 -82.55444 Ohio 44855 HURON		7/20/2022	10/1/2022	101



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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 §
Wiers Farm, Inc.	Walcher's , Walcher Shed Southeast Field, 41.10724 -82.55389 Ohio 44855 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Walcher's, Walcher Shed Southwest Field, 41.1072 -82.55686 Ohio 44855 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Westchester, Home Field, 41.19055 -83.16395 Ohio 44883 GENESEA		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Westchester, Home Field South, 41.18492 -83.16256 Ohio 44883 GENESEA		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Westchester, Ken's House South East, 41.1922 -83.15907 Ohio 44883 GENESEA		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm , Buck's, 41.02254 -82.73751 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm, Chapel East, 41.00011 -82.73272 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm, Chapel Northeast , 41.00593 -82.73289 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm , Chapel West, 41.00051 82.73682 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm , Coder Road, 41.00858 -82.78453 Ohio 44890 HURON		7/20/2022	10/1/2022	101



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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Wiers Farm, Inc.	Wiers Farm , Crook's, 41.02319 - 82.74454 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm, Danhoff's, 41.02153 - 82.73255 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm , Hick's, 41.02142 - 82.7264 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm, Holthouse's, 41.01765 - 82.72971 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm, Joe's, 41.0077 -82.7333 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm , Kenny's, 41.01151 - 82.72805 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm , Kingville, 41.00892 - 82.73321 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm, Lee's, 41.01949 - 82.72081 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm, Lynch's East, 40.99393 - 82.74719 Ohio 44865 CRAWFORD		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm , Lynch's Southwest, 40.99175 -82.75103 Ohio 44865 CRAWFORD		7/20/2022	10/1/2022	101



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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 §
Wiers Farm, Inc.	Wiers Farm , Mason's East , 41.02478 82.74287 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm, Mason's West , 41.02471 -82.74519 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm, New Field, 41.011 - 82.73707 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm, New Field South, 41.00667 -82.73706 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm , New Haven East, 41.04485 -82.67886 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm , New Haven West, 41.03852 -82.68543 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm, North Vogel's, 41.02454 82.72846 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm, Sod Farm Block 1, 40.99406 -82.7135 Ohio 44865 RICHLAND		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm, Sod Farm Block 10, 41.00866 -82.72336 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm, Sod Farm Block 11, 41.00873 -82.72784 Ohio 44890 HURON		7/20/2022	10/1/2022	101



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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 §
Wiers Farm, Inc.	Wiers Farm, Sod Farm Block 12, 41.00435 -82.72761 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm , Sod Farm Block 13 , 40.99896 -82.72617 Ohio 44865 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm , Sod Farm Block 14 , 40.99931 -82.72919 Ohio 44865 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm, Sod Farm Block 2 , 40.99325 -82.71768 Ohio 44865 RICHLAND		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm , Sod Farm Block 3 , 40.99223 -82.72275 Ohio 44865 RICHLAND		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm , Sod Farm Block 4 , 40.99657 -82.71865 Ohio 44865 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm, Sod Farm Block 5, 40.99955 -82.72001 Ohio 44865 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm , Sod Farm Block 6 , 40.99862 -82.72301 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm , Sod Farm Block 7, 41.00432 -82.72322 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm , Sod Farm Block 8, 41.00431 -82.72021 Ohio 44890 HURON		7/20/2022	10/1/2022	101



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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 §
Wiers Farm, Inc.	Wiers Farm , Sod Farm Block 9, 41.00865 -82.72038 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm, Spino's East , 41.00036 - 82.75246 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm , Spino's West, 41.0004 - 82.75519 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm , Stambaugh's Long Rows , 41.0201 -82.75445 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm , Stambaugh's Short Rows, 41.01892 -82.75882 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm, Truck Terminal North, 41.02861 -82.70614 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm, Truck Terminal South, 41.02513 -82.70612 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm, Vogel's, 41.02185 - 82.72969 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wiers Farm , Willie's, 41.01381 - 82.72716 Ohio 44890 HURON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wyandt's, Rt 61 North, 41.0384 - 82.67805 Ohio 44850 HURON		7/20/2022	10/1/2022	101



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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 §
Wiers Farm, Inc.	Wyandt's, Rt 61 South, 41.03391 - 82.67709 Ohio 44865 HUBON		7/20/2022	10/1/2022	101
Wiers Farm, Inc.	Wyandt's, Wyandt's, 41.03422 - 82.68759 Ohio 44890 HUBON		7/20/2022	10/1/2022	101

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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 *
Single-Family House	4921 State Route 103 S Willard, Ohio 44890 HURON		6	37	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Single-Family House	4482 Baseline Road Plymouth, Ohio 44865 HURON		6	45	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Single-Family House	3832 Baseline Road Plymouth, Ohio 44865 HURON		16	96	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Single-Family House	3656 N State Route 53 Tiffin, Ohio 44883 SENECA		8	60	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Single-Family House	569 E. Township Road 150 Tiffin, Ohio 44883 SENECA		11	37	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Single-Family House	5067 Bevier Road Plymouth, Ohio 44865 HURON		1	10	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Single-Family House	5073 Bevier Road Plymouth, Ohio 44865 HURON		1	7	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Single-Family House	5081 Bevier Road Plymouth, Ohio 44865 HURON		1	7	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Single-Family House	5091 Bevier Road Plymouth, Ohio 44865 HURON		1	6	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Single-Family House	5103 Bevier Road Plymouth, Ohio 44865 HURON		1	7	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal

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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 *
Single-Family House	5109 Bevier Road Plymouth, Ohio 44865 HURON		1	7	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Single-Family House	5121 Bevier Road Plymouth, Ohio 44865 HURON		1	7	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Single-Family House	5131 Bevier Road Plymouth, Ohio 44865 HURON		1	7	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Single-Family House	5143 Bevier Road Plymouth, Ohio 44865 HURON		1	7	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Single-Family House	5149 Bevier Road Plymouth, Ohio 44865 HURON		1	7	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Single-Family House	5157 Bevier Road Plymouth, Ohio 44865 HURON		1	7	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Single-Family House	5163 Bevier Road Plymouth, Ohio 44865 HURON		1	7	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Single-Family House	5169 Bevier Road Plymouth, Ohio 44865 HURON		1	7	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Single-Family House	5175 Bevier Road Plymouth, Ohio 44865 HURON		1	10	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Single-Family House	5183 Bevier Road Plymouth, Ohio 44865 HURON		1	10	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal

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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 *
Single-Family House	5193 Bevier Road Plymouth, Ohio 44865 HURON		1	10	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Single-Family House	5201 Bevier Road Plymouth, Ohio 44865 HURON		1	10	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Single-Family House	4311 Bevier Road Plymouth, Ohio 44865 HURON		1	4	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Single-Family House	4195 State Route 103 S Willard, Ohio 44890 SENECA		1	4	<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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					<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
3. Details of Material Term or Condition (up to 3,500 characters) * Crops/Commodities: Including, but not limited to the following: Beans, Beet, Cabbage, Carrot, Celery, Chilis, Cilantro, Cucumber, Dill, Eggplant, Gourds, Green Onion, Greens, Hard Squash, Herbs, Corn, Kohlrabi, Leek, Lettuce, Okra, Onion, Parsley, Pepper, Pickle, Potato, Pumpkins, Radish, Squash, Sweet Corn, Swiss Chard, Tomatillo, Tomato, Turnips, Watermelon. Plant, cultivate and harvest vegetables. Use hand tools including, but not limited to: shovels, hoes and knives. Plant roots, seeds and bulbs. Spread plastic or other groundcovering. Clean plastic by hand from ground upon removal. Till soil. Weed and thin plants. Transplant plants by hand. Stake/tie plants, trellis/prune plants, and set poles and wires for vine plants. Pick, cut, lift, or pull crops. Tie vegetables in bunches. Grade, size and field pack product outdoors in the field. Fill bins/boxes trays and other containers with product. Lift, carry, and load/unload products or supplies to farm trucks. Take care to prevent damaging produce and plants. Mow, cut, and weed fields. Perform ditching, shoveling, hoeing, hauling, ground preparation, and other manual tasks. Bending, stooping and kneeling required. Use hand tools including but not limited to hoes, shovels, shears, knives, broom, clippers, loppers, and saws. Lift, carry, and load/unload products or supplies. Assist with farm building/field maintenance and repairs. Build/repair fences. Install, hook up, maintain, operate, and remove irrigation equipment. Work is done in the field for long periods of time. Workers may assist in handling product weighing up to 60 pounds and lifting to a height of 5 feet. Workers must work on their feet in bent positions or upright for long periods of time. Work requires repetitive movements and extensive walking. Work required in fields when plants are wet with dew and rain, and may be required during light rain, snow, moderate winds, direct sun, high humidity and extreme temperatures. Temperatures in fields during working hours can range from 10 to over 100 degrees F. Workers may be required to work during occasional showers not severe enough to stop field operations. Allergies to ragweed, goldenrod, honey bees, insecticides, herbicides, fungicides, or related chemicals may affect a worker's ability to perform the job.. Work on production line. Grade, size, sort, and pack product. Label product, boxes, containers and pallets. Operate sorting, packing, and sticker machinery. Bunch/bundle product pursuant to supervisor instructions. Fill bins/trays and other containers with product, level bins, and prepare product for shipment to market or storage. Perform quality control on inbound/outbound loads. Follow quality control standards and production procedures. Handle product carefully to prevent damage. Lift, carry, and load/unload products or supplies. Palletize and stack boxes/containers. Use power equipment including, but not limited, to: fork lifts, conveyor belts, and cooling equipment/refrigeration units. Operate equipment safely, with or without direction. Perform maintenance on tractors, vehicles, equipment, and facilities. Clean/sanitize work station and equipment. Workers may be required to operate mechanized equipment, including but not limited to, tractors, wagons, light/medium trailers, planters, mowers, plows, sprayers, cultivators, power shears, chain saws, high lifts, fork lifts, skid loaders, hoses and pressure washers. Workers with a clean driving record (no major moving violations such as but not limited to Driving While Intoxicated or Reckless Driving) and able to obtain an insurable driver's license may be required to drive company vehicles, such as light/medium field trucks or buses. Workers with appropriate licenses may drive field trucks to transport boxes, produce, and supplies to various fields. Workers with appropriate licenses and a valid doctor's certificate may be asked to drive other workers.			

b. Job Offer Information 2

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Deductions from Pay
3. Details of Material Term or Condition (up to 3,500 characters) * DEDUCTIONS. Employer will make all deductions required by law (e.g., FICA, federal/state tax withholdings, court-ordered child support, etc.). Workers must pre-authorize voluntary deductions, which may include repayment of advances and/or loans, health insurance premiums, retirement plan contributions, and/or payment of cell phone, cable/satellite TV, internet or other service(s) for worker's convenience and benefit. All deductions will comply with the Fair Labor Standards Act (FLSA) and applicable state law. Workers must obtain employer's permission to make personal long distance phone calls on employer's phone. Making a personal long distance phone call constitutes consent by the worker for employer to deduct the cost of such call from worker's pay. Worker must promptly confirm such authorization in writing.			



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H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Additional Information Regarding Job Qualifications/Requirements
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>This job requires a minimum of three months of verifiable prior cultivation/harvest experience on a commercial vegetable farm. Workers must be able to perform manual as well as mechanized activities with accuracy and efficiency. Applicants must be able to furnish verifiable job reference(s) or comparable third party documentation from recent employer(s) establishing acceptable prior experience. Saturday work required. Must be able to lift/carry 60 lbs.</p>			

d. Job Offer Information 4

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties Continued 1
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Workers may be required to work in the greenhouses operating greenhouse and seeding equipment, maintaining and moving plants and trays, maintaining the greenhouse area, pulling plants, seeding trays by hand, and loading plants and trays.</p> <p>Workers failing to produce a sufficient number of piece rate units to earn the Adverse Effect Wage Rate (AEWR) for all hours worked during a pay period will be paid on an hourly basis at the AEWR for that pay period. Workers paid on an hourly basis who fail to perform their duties in a timely and proficient manner will be provided up to three warnings, and will be coached/instructed on working faster and more efficiently. Worker may be terminated upon issuance of third warning.</p> <p>Must wear assigned personal protective equipment when required. Must report for work daily wearing work clothing and boots or other durable foot wear. Shorts, bathing suits or other casual clothing not permitted. Workers wearing clothing inappropriate for work will not be permitted to start work.</p> <p>Persons seeking employment in this position must be available for the entire period requested by the employer.</p> <p>Employer may request, but not require, workers to work more than the stated daily hours and/or on a worker's Sabbath or federal holidays. Workers will have an unpaid lunch break. Worker must report to work at designated time and place each day. Daily or weekly work schedule may vary due to weather, sunlight, temperature, crop conditions, and other factors. Employer will notify workers of any change to start time.</p> <p>TERMINATION. All workers will be subject to a five-day trial period, during which the employer will evaluate workers' performance of required tasks. Employer reserves the right to terminate a worker at the conclusion of the trial period if the worker's performance fails to satisfy the employer's reasonable expectations, or is otherwise unacceptable. Employer may terminate a worker for lawful job-related reasons, including but not limited to situations in which the worker: (1) Is repeatedly absent or tardy; (2) malingerers or otherwise refuses, without cause, to perform the work as directed; (3) commits act(s) of misconduct or repeatedly violates the Work Rules; and/or (4) fails, after completing the five day trial period, to perform work in a competent and skillful manner, consistent with the employer's reasonable expectations. Non-U.S. workers may be displaced as a result of one or more U.S. workers becoming available for the job during the employer's recruitment period. Job abandonment will be deemed to occur after five consecutive workdays of unexcused absences. Workers may not report for work under the influence of alcohol or drugs. Possession or use of illegal drugs or alcohol on company premises is prohibited and will be cause for immediate termination. Regardless of whether the employer requires a background check as a condition of employment, the employer may terminate for cause, in accordance with applicable laws and regulations, any worker found during the period of employment to have a criminal conviction record or status as a registered sex offender that the employer reasonably believes will endanger the safety or welfare of other workers, company staff, customers, or the public at large. These Work Rules provide guidance to workers regarding acceptable conduct standards and general expectations. This document is not intended to be comprehensive.</p>			



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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 - Job Duties Continued 2
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>Violation of any lawful, job-related employer requirements, including these Work Rules, are grounds for immediate termination. Employer may impose other disciplinary measures, including suspension of work, at its discretion.</p> <p>1. Workers must comply with all rules relating to discipline, attendance, work quality and effort, and the care and maintenance of all employer-provided property.</p> <p>2. Workers must perform work carefully and in accordance with employer's instructions. Workers performing sloppy work may be suspended without pay for the remainder of a workday or for up to three days, depending on the degree of infraction, the worker's prior record, and other relevant factors. Employer may discharge worker for subsequent offenses.</p> <p>3. Workers may not use or possess alcohol or illegal drugs during work time or during any workday before work is completed for the day (e.g., during meals). Workers may not report for work under the influence alcohol or illegal drugs. Employer may terminate workers for excessive alcohol use or drunk/disorderly conduct in housing after hours. Workers may not use, possess, sell, or manufacture illegal drugs on any employer premises, including housing.</p> <p>4. Workers must be present, able, and willing to perform every scheduled workday at the scheduled time unless excused by employer. Employer does not permit excessive absences and/or tardiness. Workers must report any absence from work by 7:00 AM. Employer may terminate any worker who abandons employment (three consecutive workdays of unexcused absence).</p> <p>5. Workers must keep employer-provided living quarters and common areas neat, clean, and in good repair, except for normal wear and tear. Workers must cooperate in maintaining common kitchen and living areas. Employer does not permit pets of any kind.</p> <p>6. Workers may not remove, deface, or alter any employer notices or posters required by federal and state law. Workers may request copies of posters.</p> <p>7. Workers living in employer-provided housing must lock the housing and turn off all lights, electronics, and unnecessary heat before leaving for work each morning. Workers must close all doors and windows while using heat and during adverse weather conditions.</p> <p>8. Workers assigned to bunk beds in employer-provided housing may not separate bunk beds.</p> <p>9. Workers may not cook in living quarters or any other non-kitchen areas in employer-provided housing. Employer furnishes cooking facilities and equipment.</p> <p>10. Workers may not leave paper, cans, bottles and other trash in fields, work areas, or on housing premises. Workers must properly use trash and waste receptacles.</p> <p>11. Workers may not take unauthorized breaks from work.</p> <p>12. Workers may not sleep, waste time, or loiter during working hours.</p> <p>13. Workers may not leave the field or other assigned work area without permission of employer or supervisor.</p> <p>14. Workers may not enter employer's premises without authorization.</p> <p>15. Workers must be present at their assigned worksite at the scheduled start time. Workers may not begin work prior to scheduled starting time or continue working after stopping time.</p> <p>16. Workers may not entertain guests in employer-provided housing premises after 10:30 PM, except on Saturdays when guest hours end at 12:00 midnight. No persons, other than workers assigned by employer, may sleep in housing.</p> <p>17. Workers may not deliberately restrict production or damage products/commodities.</p> <p>18.</p>			

f. Job Offer Information 6

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties Continued 3
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>Workers may not physically threaten other workers, the employer, supervisors, or members of the public with any tool or weapon. Workers who violate this rule may be subject to immediate termination.</p> <p>19. Workers are prohibited from harassing others and engaging in abusive behavior of any kind. Workers who physically, sexually, or verbally harass other workers, the employer, supervisors, or members of the public may be subject to immediate termination.</p> <p>20. Workers may not fight on employer's premises, including housing, at any time. Workers who violate this rule may be subject to immediate termination.</p> <p>21. Workers may not carry, possess, or use any dangerous or deadly weapon. Workers who violate this rule may be subject to immediate termination.</p> <p>22. Workers may not steal from other workers or the employer. Workers who violate this rule may be subject to immediate termination.</p> <p>23. Workers may not falsify identification, personnel, medical, production or other work-related records.</p> <p>24. Workers may not drive any vehicles on employer's property without proper licensing, if required.</p> <p>25. Workers may not abuse or destroy any machinery, truck or other vehicle, equipment, tools, or other property belonging to the employer or to other workers.</p> <p>26. Workers must report any damage or breakdown to equipment, tools, or other property belonging to the employer.</p> <p>27. Workers may not use or operate trucks or other vehicles, machines, tools or other equipment and property that has not been specifically assigned to worker by the employer or supervisor. Workers may not use or operate trucks or other vehicles, tools or other equipment or property for personal use unless expressly authorized by the employer.</p> <p>28. Workers may not misuse or remove from the farm premises without authorization any employer-owned property.</p> <p>29. Workers may not accept personal gifts from employer's vendors or customers without employer's authorization.</p> <p>30. Workers must obey all safety rules and common safety practices. Workers must report any injuries or accidents promptly to the employer or immediate supervisor.</p> <p>31. Workers must follow supervisor's instructions. Insubordination is cause for termination.</p> <p>32. Workers may not reveal confidential or proprietary business information to any third-party. Confidential information includes, but is not limited to, worker lists, customer lists, financial information, or other business records.</p> <p>33. Workers must obtain employer's permission to make long distance telephone calls on employer's telephone line. Employer will charge worker for the costs of any unauthorized long distance calls.</p> <p>34. Except as otherwise noted above, employees who violate any of these Work Rules will be disciplined according to the following schedule:</p> <p>First Offense: Oral warning and correction.</p> <p>Second Offense: Written warning and unpaid leave for balance of day.</p> <p>Third Offense: Immediate termination. Worker will be asked to sign written fact statement.</p>			



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H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - Deductions Continued 1
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>Workers may be subject to disciplinary action for failing to obtain employer's permission for a personal long-distance call or to repay the cost of such call within a reasonable time. Employer may charge worker reasonable repair costs for damage to housing beyond normal wear and tear, if worker is found to have been responsible for such damage. Employer may charge worker for reasonable cost of damages and/or replacement of tools and/or equipment if such damage is found to have been the result of worker's willful misconduct or gross negligence. In accordance with 8 CFR § 214.2(h)(5)(xi)(A) and 20 CFR § 655.135(j)-(k), employer prohibits the solicitation and payment of recruitment fees by workers. Workers who pay or are solicited to pay such a fee must inform the employer immediately. Employer will investigate all claims of illegal fees and take immediate remedial action as appropriate.</p> <p>RAISES/BONUSES. Raises and/or bonuses may be offered to any seasonal worker employed pursuant to this job order, at the company's sole discretion, based on individual factors including work performance, skill, and tenure.</p> <p>ADDITIONAL PAY DETAILS. In the event that the applicable H-2A wage rate decreases for any reason during the employer's recruitment and/or H-2A contract period in the instant job order, the employer reserves the right to decrease its offered/paid hourly wage to the new, lower wage rate, as long as the new lower rate remains the highest of the AEWR, the prevailing hourly wage or piece rate, an agreed-upon collective bargaining wage, and the federal and state minimum wages in effect at the time work is performed. Employer will pay each worker by check, pay card, and/or direct deposit (employer pays any associated fees). The payroll period is weekly.</p> <p>ADDITIONAL TERMS, CONDITIONS, AND ASSURANCES.</p> <p>REASONABLE ACCOMMODATIONS. Qualified workers with disabilities must notify the employer of any accommodations needed to perform the job. Workers must be able to perform the work required, with or without reasonable accommodations. A worker is not eligible for the job if the worker is not able to perform the job duties even with the requested accommodation, or if the employer is not reasonably able to provide the accommodation (i.e., because the accommodation would cause undue hardship on the operation of the business).</p> <p>NONDISCRIMINATION. All terms and conditions included in the job order will apply equally to all seasonal workers (U.S. and foreign H-2A), employed in the occupation described in this job order.</p> <p>DEPARTURE ACKNOWLEDGEMENT. Employer will advise all foreign H-2A workers of their responsibility to depart the United States upon separation of employment or completion of the H-2A contract period, unless the workers obtains an extension of status. All work is compensated at the hourly rate specified in the job order except for any specified piece rates. No piece rate compensation will be lower than the prevailing piece rates in the area of intended employment. In the event that the SWA/DOL promulgates new prevailing piece rate(s) lower than the specified piece rates, the employer reserves the right to pay the new, lower piece rate(s) for the applicable activities. When work is performed according to the stated piece rate schedule, workers are guaranteed that they will be paid no less than the applicable H-2A hourly rate for each hour worked.</p>			

h. Job Offer Information 8

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - Deductions Continued 2
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>Pay ranges, if applicable, are determined based on a variety of factors including but not limited to crop size, quality, yield, and other circumstances that affect the difficulty of the work or the market value of the commodity. Pay shall not be less than the stated minimum and shall not exceed the stated maximum for each activity. The employer may, in its sole discretion, raise or suspend the piece rate scheme in favor of hourly pay at the applicable H-2A hourly rate. See Addendum A for piece rate schedule.</p>			

H-2A Agricultural Clearance Order
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H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - Daily Transportation Continued 1
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Employer provides, at no cost, incidental transportation between worksites.			

j. Job Offer Information 10

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound/Outbound Transportation Cont
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Unless paid in advance, employer reimburses inbound travel costs with pay for the first workweek to the extent that worker's out-of-pocket expenses reduce earnings below FLSA minimum wage; remainder of travel costs reimbursed upon completion of 50% of the contract period. Employer provides or pays outbound travel costs to workers who complete the contract or are dismissed early. Employer does not pay or reimburse travel costs to any worker who voluntarily resigns, abandons employment, or is terminated for cause. Travel reimbursements are based on the least-cost, economy-class common carrier rate.			