



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

A. Job Offer Information

1. Job Title * Farmworkers and Laborers							
2. Workers Needed *	a. Total	b. H-2A	Period of Intended Employment				
	155	155	3. Begin Date * 12/12/2022		4. End Date * 5/31/2023		
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 *
36	a. Total Hours	6	c. Monday	6	e. Wednesday	6	g. Friday
0	b. Sunday	6	d. Tuesday	6	f. Thursday	6	h. Saturday
							a. <u>7</u> : <u>00</u> <input checked="" type="checkbox"/> AM <input type="checkbox"/> PM
							b. <u>7</u> : <u>00</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>12</u> <u>41</u>		<input checked="" type="checkbox"/> HOUR <input type="checkbox"/> MONTH		\$ _____			
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.) The employer will make the following deductions: FICA taxes, income tax, cash advances, overpayment of wages; charges for daily meals catered; and charges for any loss to the employer due to the worker's damage or loss of equipment or housing items where it is shown that the worker is responsible, any other deductions expressly authorized by the worker. No state income tax will be deducted.							



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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. Training: number of <u>months</u> required. *	
1		0	
4. Basic Job Requirements (check all that apply) *			
<input type="checkbox"/> a. Certification/license requirements			
<input type="checkbox"/> b. Driver requirements			
<input checked="" type="checkbox"/> c. Criminal background check			
<input type="checkbox"/> d. Drug screen			
<input checked="" type="checkbox"/> e. Lifting requirement <u>75</u> lbs.			
<input checked="" type="checkbox"/> g. Exposure to extreme temperatures			
<input checked="" type="checkbox"/> h. Extensive pushing or pulling			
<input checked="" type="checkbox"/> i. Extensive sitting or walking			
<input checked="" type="checkbox"/> j. Frequent stooping or bending over			
<input checked="" type="checkbox"/> k. Repetitive movements			
5a. Supervision: does this position supervise the work of other employees? *		5b. If "Yes" to question 5a, enter the number of employees worker will supervise. \$	
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
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) *			
The employer will request a criminal background check at the employer's expense. The first 7 working (business) days of employment are considered as an introductory period as set forth in the Company Employee Handbook. This will be time to learn and understand tasks involved in the job position.			

C. Place of Employment Information

1. Address/Location *			
Florida Pacific Farms, LLC. 13861 Walden Sheffield Rd.			
2. City *	3. State *	4. Postal Code *	5. County *
Dover	Florida	33527	Hillsborough
6. Additional Place of Employment Information (If no additional information, enter " NONE " below) *			
All work-sites are employer owned and operated.			
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 *			
15102 Ruby George Court			
2. City *	3. State *	4. Postal Code *	5. County *
Dover	Florida	33527	Hillsborough
6. Type of Housing *		7. Total Units *	8. Total Occupancy *
Migrant Labor Camp		21	189
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) *			
See Addendum C			
11. Is a completed Addendum B providing additional information on housing that will be provided to workers attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No



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E. Provision of Meals

<p>1. Describe <u>how</u> the employer will provide each worker with 3 meals a day or furnish free and convenient cooking and kitchen facilities. * <i>(Please begin response on this form and use Addendum C if additional space is needed.)</i> Employer housing will include free and convenient cooking, kitchen and laundry facilities to workers, which will enable workers to prepare their own meals.</p>	
2. If meals are provided, the employer: *	<input checked="" type="checkbox"/> WILL NOT charge workers for such meals.
	<input type="checkbox"/> WILL charge workers for such meals at \$ <u> </u> . <u> </u> per day per worker.

F. Transportation and Daily Subsistence

<p>1. Describe the terms and arrangement for daily transportation the employer will provide to workers. * <i>(Please begin response on this form and use Addendum C if additional space is needed.)</i> The employer will provide transportation once per week to the local grocery store, banking and laundry facility when no washers available.</p>		
<p>2. Describe the terms and arrangements for providing workers with transportation (a) to the place of employment (i.e., inbound) and (b) from the place of employment (i.e., outbound). * <i>(Please begin response on this form and use Addendum C if additional space is needed.)</i> The employer attest to abide by all guidelines listed within items 7.a & 7.b of Conditions of Employment and Assurances.</p>		
3. During the travel described in Item 2, the employer will pay for or reimburse daily meals by providing each worker *	a. no less than	\$ <u> 14 </u> . <u> 00 </u> per day *
	b. no more than	\$ <u> 59 </u> . <u> 00 </u> per day with receipts

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G. Referral and Hiring Instructions

1. Explain how prospective applicants may be considered for employment under this job order, including verifiable contact information for the employer, or the employer's authorized hiring representative, methods of contact, and the days and hours applicants will be considered for the job opportunity. *

(Please begin response on this form and use Addendum C if additional space is needed.)

See Addendum C

2. Telephone Number to Apply *

+1 (805) 889-3558

3. Email Address to Apply *

N/A

4. Website address (URL) to Apply *

www.employflorida.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 \$
Guerrero	Miguel	
4. Title *		
Administrative Business Partner		
5. Signature (or digital signature) *		6. Date signed *
Digital Signature Verified and Retained By <i>Certifying Officer</i>		10/17/2022

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
	Runner and Plant Cutting/Trimming	\$ 12 . 41	Hour	
	Strawberry Harvesting	\$ 12 . 41	Hour	\$2.50 per 12 ounce pint flat and up depending upon condition, or \$12.41 per hour guaranteed
	Hoop Covering	\$ 12 . 41	Hour	
	Weeding	\$ 12 . 41	Hour	
	Harvesting Processing Strawberries	\$ 12 . 41	Hour	\$1.10 per 20 lb. tub and up depending upon condition or \$12.41 per hour (minimum 6.97 units per hour)
	Harvesting Juice Strawberries	\$ 12 . 41	Hour	\$1.00 per 20 lb. tub and up depending upon condition or \$12.41 per hour minimum 7.67 units per hour)
	Assist in Plastic Laying	\$ 12 . 41	Hour	
	Drip-tape Hook up	\$ 12 . 41	Hour	
	Freeze Protection Activities	\$ 12 . 41	Hour	
	General Farm Maintenance	\$ 12 . 41	Hour	

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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
	Fabric Laying	\$ 12 . 41	Hour	
	Blueberry Harvesting	\$ 12 . 41	Hour	\$3.50 per 12, 4 oz. clam shells and up depending upon condition or \$12.41 per hour (minimum 2.19 units per hour)
	Blueberry Harvesting	\$ 12 . 41	Hour	\$4.25 per 12, 6 oz clam shells and up depending upon condition or \$12.41 per hour (minimum 1.80 units per hour)
	Blueberry Harvesting	\$ 12 . 41	Hour	\$7.00 per 12, 12 oz pint clam shells and up depending upon condition or \$12.41 per hour (minimum 1.10 units per hour)
	Blueberry Harvesting	\$ 12 . 41	Hour	\$7.25 per 8, 18 oz clam shells and up depending upon condition or \$12.41 per hour (minimum 1.06 units per hour)
	Blueberry Harvesting	\$ 12 . 41	Hour	\$16.00 per 18, 18 oz clam shells and up depending upon condition or \$12.41 per hour (minimum 0.479 units per hour)
	Blueberry Harvesting	\$ 12 . 41	Hour	\$7.40 per 12, 11 oz clam shells and up depending upon condition or \$12.41 per hour
	Plastic and Drip-tape Removal	\$ 12 . 41	Hour	\$60.00 per acre of removed material and up depending upon condition or \$12.41 per hour
	Strawberry Planting	\$ 12 . 41	Hour	\$10.00 per thousand holes for single plant per hole and up depending upon condition or \$12.41 per hour
	Strawberry Planting	\$ 12 . 41	Hour	\$12.00 per thousand holes for double plants per hole and up depending upon condition or \$12.41 per hour

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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
	Strawberry Harvesting Hand	\$ 12 . 41	Hour	\$2.50 per 12 individual one pint flat weighing approx. 12 lbs. and up depending upon condition or \$12.41/hour (minimum 4.51 units per hour)
	Strawberry Harvesting Hand	\$ 12 . 41	Hour	\$2.50 per 8 individual clam shells weighing approx. 10 lbs. and up depending upon condition or \$12.41/hour (minimum 4.79 units per hour)
	Strawberry Harvesting Hand	\$ 12 . 41	Hour	\$2.50 per 4 individual clam shells weighing approx. 10 lbs. and up depending upon condition or \$12.41 per hour (minimum 4.79 units per hour)
	Strawberry Harvesting Hand	\$ 12 . 41	Hour	\$2.50 per 12, 8 oz. clam shells weighing approx. 8 lbs. and up depending upon condition or \$12.41 per hour (minimum 5.90 units per hour)
	Strawberry Harvesting Hand	\$ 12 . 41	Hour	\$2.50 per consumer stem clam shell weighing approx. 4 lbs. and up depending upon condition or \$12.41 per hour (minimum 4.51 units per hour)
	Strawberry Harvesting Hand	\$ 12 . 41	Hour	\$2.50 per 8 individual clam shells weighing approx. 8 lbs. (1 lb. export) and up depending upon condition or \$12.41 per hour (minimum 4.79 units per hour)
	Strawberry Harvesting Hand	\$ 12 . 41	Hour	\$2.50 per 12, 8 oz, clam shells weighing approx. 6 lbs. (1/2 1b. export) and up depending upon condition or \$12.41 per hour (minimum 5.9 units per hour)
	Strawberry Harvesting Hand	\$ 12 . 41	Hour	\$2.50 per 1 crate weighing approximately 8 lbs and up depending upon condition or \$12.41 per hour (minimum 6.13 units per hour)
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		\$.		

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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 §
Florida Pacific Farms, LLC.	13861 Walden Sheffield Rd. Dover, Florida 33527 HILLSBOROUGH		12/12/2022	5/31/2023	155
Florida Pacific Farms, LLC.	3638 Gallagher Rd. Dover, Florida 33527 HILLSBOROUGH		12/12/2022	5/31/2023	155
Florida Pacific Farms, LLC.	2202 Sydney Rd. Dover, Florida 33527 HILLSBOROUGH		12/12/2022	5/31/2023	155
Florida Pacific Farms, LLC.	14926 Sydney Rd. Dover, Florida 33527 HILLSBOROUGH		12/12/2022	5/31/2023	155
Florida Pacific Farms, LLC.	1526 Cre Rd. Dover, Florida 33527 HILLSBOROUGH		12/12/2022	5/31/2023	155
Florida Pacific Farms, LLC.	15350 Caruthers Rd. Dover, Florida 33527 HILLSBOROUGH		12/12/2022	5/31/2023	155
Florida Pacific Farms, LLC.	3932 Moores Lake Rd. Dover, Florida 33527 HILLSBOROUGH		12/12/2022	5/31/2023	155
Florida Pacific Farms, LLC.	2626 Sydney Dover Rd. Dover, Florida 33527 HILLSBOROUGH		12/12/2022	5/31/2023	155
Florida Pacific Farms, LLC.	7808 State Rd 39 S. Plant City, Florida 33567 HILLSBOROUGH		12/12/2022	5/31/2023	155
Florida Pacific Farms, LLC.	8405 Lithia Pinecrest Rd. Plant City, Florida 33567 HILLSBOROUGH		12/12/2022	5/31/2023	155

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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 §
Florida Pacific Farms, LLC.	4143 Moores Lake Rd. Dover, Florida 33527 HILLSBOROUGH		12/12/2022	5/31/2023	155
Florida Pacific Farms, LLC.	2329 Forbes Rd. Plant City, Florida 33566 HILLSBOROUGH		12/12/2022	5/31/2023	155
Florida Pacific Farms, LLC.	S Forbes Rd. Dover, Florida 33527 HILLSBOROUGH		12/12/2022	5/31/2023	155
Florida Pacific Farms, LLC.	6213 Stafford Rd. Plant City, Florida 33565 HILLSBOROUGH		12/12/2022	5/31/2023	155
Florida Pacific Farms, LLC.	5801 Stafford Rd. Plant City, Florida 33565 HILLSBOROUGH		12/12/2022	5/31/2023	155



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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 *
Migrant Labor Camp	15102 Ruby George Court Dover, Florida 33527 HILLSBOROUGH	Employer leased housing. Housing is for workers only. No housing will be provided to non-workers. Male workers will be offered housing to share sleeping quarters, bath, common and cooking areas with only male workers. Female workers will be offered housing only to share sleeping quarters, bath, common and cooking areas with other female workers. Family housing is not available and the provision of family housing is not a prevailing practice in the area of intended employment.	21	189	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Migrant Labor Camp	3727 Mott Road Dover, Florida 33527 HILLSBOROUGH	Employer leased housing. Housing is for workers only. No housing will be provided to non-workers. Male workers will be offered housing to share sleeping quarters, bath, common and cooking areas with only male workers. Female workers will be offered housing only to share sleeping quarters, bath, common and cooking areas with other female workers. Family housing is not available and the provision of family housing is not a prevailing practice in the area of intended employment.	21	190	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Migrant Labor Camp	7808 S. Highway 39 Plant City, Florida 33567 HILLSBOROUGH	Employer leased housing. Housing is for workers only. No housing will be provided to non-workers. Male workers will be offered housing to share sleeping quarters, bath, common and cooking areas with only male workers. Female workers will be offered housing only to share sleeping quarters, bath, common and cooking areas with other female workers. Family housing is not available and the provision of family housing is not a prevailing practice in the area of intended employment.	1	10	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Migrant Labor Camp	13300 Florida Pacific Lane Dover, Florida 33527 HILLSBOROUGH	Employer leased housing. Housing is for workers only. No housing will be provided to non-workers. Male workers will be offered housing to share sleeping quarters, bath, common and cooking areas with only male workers. Female workers will be offered housing only to share sleeping quarters, bath, common and cooking areas with other female workers. Family housing is not available and the provision of family housing is not a prevailing practice in the area of intended employment.	12	96	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Migrant Labor Camp	3609 N. Wilder Road Plant City, Florida 33565 HILLSBOROUGH	Employer leased housing. Housing is for workers only. No housing will be provided to non-workers. Male workers will be offered housing to share sleeping quarters, bath, common and cooking areas with only male workers. Female workers will be offered housing only to share sleeping quarters, bath, common and cooking areas with other female workers. Family housing is not available and the provision of family housing is not a prevailing practice in the area of intended employment.	10	55	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Migrant Labor Camp	4201 S. Hawkins Road Plant City, Florida 33567 HILLSBOROUGH	Employer leased housing. Housing is for workers only. No housing will be provided to non-workers. Male workers will be offered housing to share sleeping quarters, bath, common and cooking areas with only male workers. Female workers will be offered housing only to share sleeping quarters, bath, common and cooking areas with other female workers. Family housing is not available and the provision of family housing is not a prevailing practice in the area of intended employment.	12	71	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Migrant Labor Camp	2626 Sydney Dover Road Dover, Florida 33527 HILLSBOROUGH	Employer leased housing. Housing is for workers only. No housing will be provided to non-workers. Male workers will be offered housing to share sleeping quarters, bath, common and cooking areas with only male workers. Female workers will be offered housing only to share sleeping quarters, bath, common and cooking areas with other female workers. Family housing is not available and the provision of family housing is not a prevailing practice in the area of intended employment.	12	63	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Migrant Labor Camp	4114 Silver Lane Valrico, Florida 33594 HILLSBOROUGH	Employer leased housing. Housing is for workers only. No housing will be provided to non-workers. Male workers will be offered housing to share sleeping quarters, bath, common and cooking areas with only male workers. Female workers will be offered housing only to share sleeping quarters, bath, common and cooking areas with other female workers. Family housing is not available and the provision of family housing is not a prevailing practice in the area of intended employment.	12	60	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Migrant Labor Camp	4211 Silver Lane Valrico, Florida 33594 HILLSBOROUGH	Employer leased housing. Housing is for workers only. No housing will be provided to non-workers. Male workers will be offered housing to share sleeping quarters, bath, common and cooking areas with only male workers. Female workers will be offered housing only to share sleeping quarters, bath, common and cooking areas with other female workers. Family housing is not available and the provision of family housing is not a prevailing practice in the area of intended employment.	12	48	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Migrant Labor Camp	14659 Lake Avenue Dover, Florida 33527 HILLSBOROUGH	Employer leased housing. Housing is for workers only. No housing will be provided to non-workers. Male workers will be offered housing to share sleeping quarters, bath, common and cooking areas with only male workers. Female workers will be offered housing only to share sleeping quarters, bath, common and cooking areas with other female workers. Family housing is not available and the provision of family housing is not a prevailing practice in the area of intended employment.	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 *
Migrant Labor Camp	13861 Walden Sheffield Road Dover, Florida 33527 HILLSBOROUGH	Employer leased housing. Housing is for workers only. No housing will be provided to non-workers. Male workers will be offered housing to share sleeping quarters, bath, common and cooking areas with only male workers. Female workers will be offered housing only to share sleeping quarters, bath, common and cooking areas with other female workers. Family housing is not available and the provision of family housing is not a prevailing practice in the area of intended employment.	12	69	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Migrant Labor Camp	3638 Gallagher Road Dover, Florida 33527 HILLSBOROUGH	Employer leased housing. Housing is for workers only. No housing will be provided to non-workers. Male workers will be offered housing to share sleeping quarters, bath, common and cooking areas with only male workers. Female workers will be offered housing only to share sleeping quarters, bath, common and cooking areas with other female workers. Family housing is not available and the provision of family housing is not a prevailing practice in the area of intended employment.	5	24	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Migrant Labor Camp	3721 Gallagher Road Dover, Florida 33527 HILLSBOROUGH	Employer leased housing. Housing is for workers only. No housing will be provided to non-workers. Male workers will be offered housing to share sleeping quarters, bath, common and cooking areas with only male workers. Female workers will be offered housing only to share sleeping quarters, bath, common and cooking areas with other female workers. Family housing is not available and the provision of family housing is not a prevailing practice in the area of intended employment.	1	10	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Migrant Labor Camp	2202 Sydney Dover Road (LLC, MS 58) Dover, Florida 33527 HILLSBOROUGH	Employer leased housing. Housing is for workers only. No housing will be provided to non-workers. Male workers will be offered housing to share sleeping quarters, bath, common and cooking areas with only male workers. Female workers will be offered housing only to share sleeping quarters, bath, common and cooking areas with other female workers. Family housing is not available and the provision of family housing is not a prevailing practice in the area of intended employment.	7	42	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Migrant Labor Camp	14926 Sydney Road Dover, Florida 33527 HILLSBOROUGH	Employer leased housing. Housing is for workers only. No housing will be provided to non-workers. Male workers will be offered housing to share sleeping quarters, bath, common and cooking areas with only male workers. Female workers will be offered housing only to share sleeping quarters, bath, common and cooking areas with other female workers. Family housing is not available and the provision of family housing is not a prevailing practice in the area of intended employment.	1	8	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Migrant Labor Camp	2202 Sydney Dover Road (White House) Dover, Florida 33527 HILLSBOROUGH	Employer leased housing. Housing is for workers only. No housing will be provided to non-workers. Male workers will be offered housing to share sleeping quarters, bath, common and cooking areas with only male workers. Female workers will be offered housing only to share sleeping quarters, bath, common and cooking areas with other female workers. Family housing is not available and the provision of family housing is not a prevailing practice in the area of intended employment.	1	4	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Migrant Labor Camp	14850 Higgins Avenue Dover, Florida 33527 HILLSBOROUGH	Employer leased housing. Housing is for workers only. No housing will be provided to non-workers. Male workers will be offered housing to share sleeping quarters, bath, common and cooking areas with only male workers. Female workers will be offered housing only to share sleeping quarters, bath, common and cooking areas with other female workers. Family housing is not available and the provision of family housing is not a prevailing practice in the area of intended employment.	1	9	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Migrant Labor Camp	15056 Higgins Avenue Dover, Florida 33527 HILLSBOROUGH	Employer leased housing. Housing is for workers only. No housing will be provided to non-workers. Male workers will be offered housing to share sleeping quarters, bath, common and cooking areas with only male workers. Female workers will be offered housing only to share sleeping quarters, bath, common and cooking areas with other female workers. Family housing is not available and the provision of family housing is not a prevailing practice in the area of intended employment.	6	39	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Migrant Labor Camp	13803 Walden Sheffield Road Dover, Florida 33527 HILLSBOROUGH	Employer leased housing. Housing is for workers only. No housing will be provided to non-workers. Male workers will be offered housing to share sleeping quarters, bath, common and cooking areas with only male workers. Female workers will be offered housing only to share sleeping quarters, bath, common and cooking areas with other female workers. Family housing is not available and the provision of family housing is not a prevailing practice in the area of intended employment.	1	4	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Migrant Labor Camp	13739 Walden Sheffield Road Dover, Florida 33527 HILLSBOROUGH	Employer leased housing. Housing is for workers only. No housing will be provided to non-workers. Male workers will be offered housing to share sleeping quarters, bath, common and cooking areas with only male workers. Female workers will be offered housing only to share sleeping quarters, bath, common and cooking areas with other female workers. Family housing is not available and the provision of family housing is not a prevailing practice in the area of intended employment.	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 *
Migrant Labor Camp	8421 Lithia Pinecrest Road Lithia , Florida 33547 HILLSBOROUGH	Employer leased housing. Housing is for workers only. No housing will be provided to non-workers. Male workers will be offered housing to share sleeping quarters, bath, common and cooking areas with only male workers. Female workers will be offered housing only to share sleeping quarters, bath, common and cooking areas with other female workers. Family housing is not available and the provision of family housing is not a prevailing practice in the area of intended employment.	20	160	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Migrant Labor Camp	2130 Sydney Dover Road Dover , Florida 33527 HILLSBOROUGH	Employer leased housing. Housing is for workers only. No housing will be provided to non-workers. Male workers will be offered housing to share sleeping quarters, bath, common and cooking areas with only male workers. Female workers will be offered housing only to share sleeping quarters, bath, common and cooking areas with other female workers. Family housing is not available and the provision of family housing is not a prevailing practice in the area of intended employment.	1	9	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" 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) * All Activities: Workers will perform all job specifications as instructed by the Farm Manager or Crew Supervisor. Each worker will receive an identification badge and pre-printed numeric stickers, to be used during harvest activities and throughout the employment period. Duties may vary from time to time and may include all of the following job specifications: Runner Cutting/Trimming: Worker will walk down row as instructed and cut/trim runners, leaves and blooms as directed from each strawberry plant as necessary. Freeze Protection Activities: May assist regardless of time of day, in keeping overhead irrigation rain birds free of ice during freezing weather. Assist in Plastic Laying: Workers will hold plastic at end of row as machine moves down row unrolling plastic. Workers will even up ends of row with a shovel to make them straight, also will clean out ditches at end of row. Unload plastic and drip-tape from truck and load plastic and drip-tape on field machine as needed. May be instructed to remove or reinstall rain bird. Drip-tape Hook Up: Workers will be required to cut drip-tape at end of bed as instructed and hook up drip-tape to main water line. Strawberry Planting: While carrying a bag of strawberry plants, worker will walk down row, while bending, and place one or two plants into each hole in the plastic as instructed and firm dirt around plant. Weeding: Workers will remove weeds by use of a hoe from the walk-way and remove all weeds growing around plants by hand. Workers will remove weeds from the growing area, by raking piles of debris and dispose of it as instructed. Plastic and Drip-tape Removal: Unhook drip-tape from main water line, walk down row while pulling plastic down the bed until it is completely removed. Take removed plastic to proper disposal or burning station, as instructed. Strawberry Harvest: Workers will move down assigned rows picking all ripe berries, grading berries while harvesting, taking care to sort and pack containers by size, shape, color, quality and quantity as directed. Each worker must pick the plants clean of all ripe fruit, sort and pack all good berries into specified containers, within the box, according to very high quality standards as set forth in the Company Production and Quality Standard. Bad berries will be packed or disposed of as determined by the Supervisor. Each worker shall handle berries carefully to avoid bruising. Bruising will weaken the berry. Each harvesting worker is expected to move with the crew from row to row to maintain the efficiency level. Upon completion of each box picked, the worker will place their assigned numeric sticker on the box, take his/her packed box to the crate shed to be viewed for grade, receive credit on his/her assigned numeric sticker, and receive a new box with containers. Any containers that are over or under packed, or consist of poor quality fruit, will be returned to the worker for repacking. Upon completion of an assigned row, the worker will move to the next vacant row to be picked. Harvester may receive disciplinary notice if quality standards are an issue.			

b. Job Offer Information 2

1. Section/Item Number *	D.10	2. Name of Section or Category of Material Term or Condition *	Additional Housing Information
3. Details of Material Term or Condition (up to 3,500 characters) * Employer leased housing. Housing is for workers only. No housing will be provided to non-workers. Male workers will be offered housing to share sleeping quarters, bath, common and cooking areas with only male workers. Female workers will be offered housing only to share sleeping quarters, bath, common and cooking areas with other female workers. Family housing is not available and the provision of family housing is not a prevailing practice in the area of intended employment.			



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H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	G.1	2. Name of Section or Category of Material Term or Condition *	Referral and Hiring Instructions
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Workers are screened for compliance with the following criteria: a) confirm ability, availability, qualifications and willingness to perform work described and confirm intention to work the entire season; b) local workers confirm availability and reliable daily transportation to and from the job site for the entire season. Non local workers confirm availability of transportation to job site to begin work; c) confirmation of full disclosure of all terms, conditions, and nature of work; d) confirmation of legal qualifications to work in the US. The employer may terminate the worker (foreign and/or domestic) with notification to the employment service if employer discovers a criminal conviction record or status as a registered sex offender that employer reasonably believes, consistent with current law, will impair the safety and living conditions of other workers.</p> <p>All referrals are encouraged to contact their nearest career center for pre-employment screening before contacting employer. All interstate applicants are encouraged but not required to first contact the nearest [one-stop] career center prior to contacting the employer for any updated information regarding the job prior to referral.</p> <p>All referrals are to be directed to the Human Resource Department at 3932 Moores Lake Rd. Dover, FL 33527. Telephone: 805-889-3558. Collect calls will not be accepted. Walk-in applications will be accepted for interview. Hours for all Referred and Walk-In Applicants are Monday through Friday from 8 a.m. to 12 p.m. and from 1 p.m. to 5 p.m.</p> <p>Prior to referral, each worker should either read or have read to them a copy of the Job Offer and that they understand all terms and conditions of employment as noted in the order. All workers should also be advised that they will be expected to work for the total period of employment as noted in the Job Offer and should be available to work in any one of the listed job activities at the discretion of the employer.</p> <p>All hired referred and walk-in applicants must bring with them original documentation of identity and employment eligibility documents (original documents only), sufficient to complete the I-9 Form within 3 days of employment. All workers from within normal commuting distance recruited against this Job Order will not be provided housing and transportation.</p>			

d. Job Offer Information 4

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound/Outbound Transportation
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Employer will offer transportation at no cost to workers occupying Company provided housing, to and from the jobsite each work day. The use of this transportation is voluntary and workers are free to use their own method of transportation. No worker will be required, as a condition of employment, to utilize the transportation offered by the Employer. Workers who participate in the Employer transportation are required to follow the safe practices guidelines outlined below. These safe practices ensure the worker safety and the safety of other passengers.</p> <p>Transportation Safety:</p> <ul style="list-style-type: none">- No smoking, eating or drinking.- All drivers and passengers MUST wear seatbelts at all times.- Do not attempt to change or move seats once the vehicle is in motion.- Do not distract or disturb the driver while vehicle is in motion.- Loud music is not permitted.- Keep conversations low.- Vehicles are maintained at a comfortable airconditioned level. Do not open windows without the consent of the driver.- Drivers will adhere to proper loading restrictions, so not to exceed the weight capacity allowable for any and all company vehicles.- Drivers have to ability to report any and all employee violations or refusal to follow guidelines directly to the Farm Manager.- Transportation of alcoholic beverages prohibited. <p>The employer assures that all employees provided transportation meets all applicable local, state and federal requirements.</p> <p>For workers hired from beyond normal commuting distance, after completion of 50 percent of the work contract period, the employer shall reimburse the worker for costs incurred by the worker for transportation and daily subsistence, as required by DOL regulations, from the place from which the worker has come to work for the employer to the place of employment. The daily subsistence while in travel will be no less than \$14.00 per day without receipts and up to \$59.00 per day with receipts as the maximum amount to be reimbursed. If the worker completes the work contract period, the employer will provide or pay for the worker's transportation and daily subsistence from the place of employment to the place from which the worker, disregarding intervening employment, came to work for the employer, or, if the worker has contracted with a subsequent employer who has not agreed in that contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the employer will provide or pay for such expenses; except that, if the worker has contracted for employment with a subsequent employer who, in that contract, has agreed to pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the employer is not required to provide or pay for such expenses.</p> <p>For workers residing in the employer's housing, the employer will provide transportation between the worker's living quarters, and the employer's worksite and return without cost to the worker.</p>			

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e. Job Offer Information 5

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound/Outbound Transportation
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Return transportation will not be provided to workers who voluntarily abandon employment before the end of the employment period or who are terminated for cause. For the purposes of this paragraph, the employment period shall be the period from the first workday the worker is at the Employer's worksite and is ready, willing, able, and eligible to work, until the anticipated ending day of employment set forth in Item 5 of this Clearance Order.			

f. Job Offer Information 6

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Criminal Background Check:
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Due to communal living arrangements where workers entitled to free housing will reside in close proximity to one another with limited residential supervision, employer will request criminal background checks on all applicants offered employment in order to minimize the occurrence of crimes among residents. Therefore, any and all employment offers are contingent upon applicants having no history of being either a "habitual felony offender" or "habitual violent felony offender" as defined in Sections 775.084(1)(a) and (b), Florida Statutes, and the absence of convictions of (1) a felony or attempt or conspiracy to commit a felony of violence, including but not limited to convictions for arson, aggravated or sexual battery, aggravated stalking, armed burglary, robbery, aggravated assault, aggravated child abuse, aggravated abuse of an elderly person or disabled adult, kidnapping, manslaughter or murder, and (2) misdemeanor offenses as described in Chapters 784 (assault and battery), 790 (weapons), 800 (lewdness), 806 (arson & criminal mischief), 810 (burglary), 812 (theft), 856 (drunkenness), and 893 (drug abuse), Florida Statutes, and comparable misdemeanor statutes of other jurisdictions.			



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g. Job Offer Information 7

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Description of Housing:
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>The employer will provide workers housing, which meets applicable local, state, or federal housing standards, without charge, who come from beyond normal commuting distance from their residence and, are not reasonably able to return to their residence within the same day.</p> <p>Workers provided housing will be assigned at the employer's sole discretion and may occupy only the specific housing unit assigned. Housing arrangements may be changed by the employer during the period of employment to make the most efficient use of the housing facilities approved as described in this job order.</p> <p>No tenancy in employer-provided housing is created by the offer of employer-provided housing. The employer retains possession and control of the housing premises at all times. Tenancy is from week to week. In the event that your employment ceases, your housing must be relinquished no later than the end of your current pay period which is weekly.</p> <p>Workers occupying employer-provided housing will be responsible for maintaining their living areas in a neat and clean manner in compliance with the employer's "Housing Policy" a copy of which is attached. Failure to comply with this policy may result in disciplinary action, up to and including removal from the housing and termination of employment.</p> <p>Reasonable repair costs of damage other than that caused by normal wear and tear will be deducted from the earnings of the workers found to have been responsible for willful, dishonest, or grossly negligent conduct resulting in damage to housing or removal of employer-provided furnishings.</p>			

h. Job Offer Information 8

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Housing Rules
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>General:</p> <ol style="list-style-type: none">1. Keep house Clean2. Sweep all floors daily3. Mop all floors weekly4. Do not leave trash in yard5. DO NOT DAMAGE HOUSE6. No loud music or parties after dark7. Do NOT leave A/C on during the day8. Do not cover/remove smoke alarms9. Do not remove heaters/fire extinguishers from home10. Do not use extension cords11. Do not remove/tear screen on doors/windows12. No fighting or weapons will be allowed13. No alterations to units are allowed14. No consumption of alcohol or illegal substances are permitted <p>Bathroom:</p> <ol style="list-style-type: none">1. Flush toilet paper after every use2. Place toilet paper, after use, in toilet before flushing. Don't put in waste basket.3. When dirty, clean off surfaces: top of toilet bowl, sink and shower4. Take out waste basket when full <p>Bedroom:</p> <ol style="list-style-type: none">1. Make your bed2. Do not take beds apart or move beds3. No guest allowed staying overnight4. Keep personal belongings in own space5. No food is allowed to be stored in bedrooms <p>This housing is being offered to you by your employer as an extra benefit from this company. You have to be employed by this company to be permitted to live in the housing provided. Nonemployees are not allowed to stay at the worker housing. The tenancy is from week to week. In the event that your employment ceases, workers will have reasonable time to find alternative housing.</p> <p>Your housing unit can be and will be inspected by a company representative weekly or monthly by the Department of Health. These inspections are to help assure that all housing units are maintained in healthy and neat conditions.</p> <p>**IMPORTANT</p> <p>You are responsible for ALL damages done to your housing unit during your stay. Any damages that are not caused by normal wear and tear will be deducted from your pay. Continuous violations of the housing rules can result in your termination of employment as well as your right to live at the housing provided by the company.</p>			



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i. Job Offer Information 9

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Workplace Standards and Rules:
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Florida Pacific Farms expects all employees to adhere to the standards and expectations for conduct ("Work Rules") which it believes are necessary for the company's safe and efficient operations.</p> <p>The Work Rules listed below, and others that may be established from time to time, are not all-inclusive. These standards are only examples of the types of prohibited conduct for which employees may be disciplined or terminated. They are published to provide a general understanding of what your employer considers to be unacceptable conduct. The employer may impose disciplinary action in those instances where management decides such action is appropriate up to and including termination of employment for cause.</p> <ol style="list-style-type: none">1. Failure to perform work assigned by a supervisor or manager, consistent with the terms of your contract.2. Falsification of company records or documents, or other material forms of dishonesty, fraud, theft, or the misuse of property.3. Leaving the farm property during scheduled working hours without the permission of your supervisor or manager.4. Deliberately abusing, destroying, damaging, or defacing farm property, tools and/or equipment, including the personal property of others.5. Taking part in any conduct which may endanger health or safety of fellow employees or bring discredit to employer, its supervisors or managers.6. Improper or illegal use of alcoholic beverages, illegal drugs, controlled substances, or prescribed medications.7. Failure or refusal to cooperate in a company investigation.8. Improper behavior in performing your job.9. Violation of the employer's policies or procedures - including but not limited to housing rules of occupancy - which have been established to protect the employer's property and equipment, as well as to help safeguard the health and safety of its employees.10. Tolerating, participating in, or initiating an event or act that is reasonably considered to be threatening verbal or written behavior or workplace violence. This type of prohibited conduct may include engaging in verbal or harassing conduct or behavior towards a co-worker.11. Engaging in verbal or prohibited acts of prohibited employment discrimination or retaliation against another employee.			

j. Job Offer Information 10

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Reasons for Termination - I
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Termination or Other Discipline: Employer may discipline and/or terminate the worker from their employment with notification to the Job Service local office if the worker: (a) refuses without justified cause to perform work for which the worker was recruited and hired or refuses to follow housing rules; (b) commits serious acts of misconduct; (c) malingers or otherwise refuses to work in accordance with directions or otherwise demonstrates that they are unqualified to perform the job; (d) is physically able but does not demonstrate the willingness to perform the work necessary; (e) fails to meet the established productivity standard indicated in the petition after the one-day (6 hour) training and 7-day acclimation period; (f) or other job-related reasons; (g) falsifies identification, personnel, medical or other work-related records; (h) commits acts of violence towards another employee or third party; (i) has a record of a criminal conviction or status as a registered sex offender that the employer reasonably believes, consistent with current law, will impair the safety and living conditions of other workers.</p> <p>In general, with respect to Item A(b) above, "serious acts of misconduct" include but are not limited to one or more of the following: theft from the employer or other workers; fraud or falsifying work related records, intoxication during the work day; use of illegal drugs; disobeying a reasonable instruction given by the employer, supervisor or manager; abusing or threatening other employees or a supervisor or manager; spitting on another employee, using profanity or other demeaning words towards another employee; engaging in physical or verbal bullying or harassment of another employee engaging in conduct which physically harms another employee or damages the employer's or another workers personal property.</p> <p>Five unexcused absences by the worker will be considered a job-related reason for worker termination. Workers must work at a sustained, vigorous pace and make bona fide efforts to work efficiently and continuously that are reasonable under the working conditions. Each worker must clean their work area each day and dispose of trash and discarded items in provided receptacles. The employer will report workers who, a) voluntarily abandon employment before the end of the contract period, or b) workers who are terminated for cause, to the Chicago National Processing Center, and H-2A workers to the Department of Homeland Security, in writing or other approved method, not later than two (2) days after the abandonment or termination occurs.</p> <p>Abandonment will be deemed to begin after a worker fails to report for work at the regularly scheduled time for five (5) consecutive working days without the written consent of the employer. The employer will not be responsible for providing or paying for transportation and subsistence expenses of absconders, and such absconders will not be entitled to the guarantee.</p>			



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H. Additional Material Terms and Conditions of the Job Offer

k. Job Offer Information 11

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Reasons for Termination - II
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Workers must notify the employer prior to voluntarily terminating their employment. All wages due will be forwarded to the last known address for workers that leave without providing notice, once address verification has been provided. It is imperative that workers provide a complete and accurate permanent address to the employer no later than the first day of employment. The employer has a no rehire policy for workers who fail to complete their contract of employment. Termination for lawful job related reasons before the specified ending date listed in this application will disqualify the employee from future employment opportunities with the employer. Workers who abandon their employment without notice during the period covered by this work agreement also will be disqualified from future employment opportunities. Voluntary resignations before the specified ending date listed in this application may also disqualify the employee from future employment opportunities. For workers who resign their employment voluntarily, the employer will consider and evaluate special circumstances and hardship cases on a case-by-case basis. Employees, without exception, are required to notify appropriate supervisory staff prior to voluntarily terminating their employment to be considered and eligible for exemption to the no rehire policy.</p> <p>Pursuant to DOL regulations at 20 CFR 655.122(o), if, before the expiration date specified in the work contract, the services of the worker are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes the fulfillment of the contract impossible, the employer may terminate the work contract. Whether such an event constitutes a contract impossibility will be determined by the Certifying Officer. In the event of contract impossibility, the employer must fulfill a three-fourths guarantee for the time that has elapsed from the start of the work contract to the time of its termination. The employer will make efforts to transfer the worker to other comparable employment acceptable to the worker, consistent with existing immigration law, as applicable. If such transfer is not available, the employer will: (1) 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 the workers next certified H-2A employer, whichever the worker prefers; (2) Reimburse the worker the full amount of any deductions made from the worker's pay by the employer for transportation and subsistence expensed to the place of employment; and (3) Pay the worker for any costs incurred by the worker for transportation and daily subsistence to that employer's place of employment. Daily subsistence will be computed as set forth in subparagraph (h) of 20 CFR 655.122. 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.</p>			

l. Job Offer Information 12

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - More details about the pay:
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>*** The productivity wage rate is calculated by multiplying the piece rate by the number of units harvested.</p> <p>*Please note that if the worker is paid a piece rate for any of these activities, the workers will be guaranteed the pay rate that is the highest of the AEWR, the prevailing hourly wage or piece rate, the agreed-upon collective bargaining wage, or the Federal or State minimum wage, except where a special procedure is approved for an occupation or specific class of agricultural employment.</p> <p>In the event that the applicable H-2A wage rate decreases for any reason during the employers positive recruitment or H-2A contract period covered by this job order or any approved extensions thereof. The employer reserves the right to decrease its offered paid wage to the new lower wage rate. So, as long as the new wage rate remains the highest of the AWER, the prevailing hourly wage rate or piece rate, an agreed upon collective bargaining wage, and the federal and state minimum wage in effect at the time the work covered by this contract is performed.</p>			



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m. Job Offer Information 13

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Descriptions Continued - Part I
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *	<p>Harvest Processing Strawberries: As instructed, worker will move down assigned row picking all ripe strawberries, and discarding any bad berries that show evidence of rot or insect damage. Worker will be instructed to remove the cap (flower) of the strawberry with the aid of a slicing tool. Worker will pick the berry, slide it across slicer to remove cap. Uncapped berry will be dropped into harvesting tray, weighing approximately 20 lbs. when full. Trays are then taken to crate shed at the end of the row (worker receives credit on his/her assigned numeric sticker), and a new tray is obtained.</p> <p>Harvest Juice Strawberries: As instructed, worker will move down assigned row picking all ripe strawberries, and discarding any bad berries that show evidence of rot or insect damage. Berry will be dropped into harvesting tray, weighing approximately 20 lbs. when full. Trays are then taken to crate shed at the end of the row. Worker receives credit on his/her assigned numeric sticker, and a new tray is obtained.</p> <p>Hoop Covering: As Instructed, assist in setting up protective covering structure, placing metal hoops onto stakes and assist in unloading, unrolling and placing plastic on poles to cover crop. Also secure plastic cover with rope. Will assist with seasonal maintenance of hoop structure, and if necessary removal of hoops at end of crop cycle.</p> <p>Fabric Laying: As instructed, worker will move down drainage ditches between rows and assist in laying fabric material in ditch.</p> <p>Blueberry Harvest: With instruction, workers will receive a hooked belt and carry 2 picking buckets as they move down assigned rows picking plants clean of all ripe, fruit and placing fruit into buckets. Each filled bucket weighs approximately 2.5 lbs. When buckets are filled, the worker returns to the packing table where the worker will sort and pack into specified containers, by size, shape, color, quality and quantity as instructed, while maintaining very high quality standards as set forth in the Company Production and Quality Standard. Upon completion of each box packed, the worker will place his/her numeric sticker on the box then take the box to the crate shed to be viewed for grade, and receive credit on his/her assigned numeric sticker. Any packed containers that are over or under packed, or consist of poor quality fruit will be returned to the worker for repacking. Harvester may receive disciplinary notice if quality standards are an issue.</p>		

n. Job Offer Information 14

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Descriptions Continued - Part II
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *	<p>General Farm Work: Tasks the worker must be able to perform include: apply mulch by row mulcher or by hand; apply ground cover to beds using machine or by hand; remove debris from bed preparation process to clean growing area; finish row ends with shovels provided by employer; unload plants by hand from trucks and move plants to planting location by hand; assist in pest controls; install culverts for field drainage; remove and reinstall sprinklers during bed preparation, re-plant missing or unhealthy plants as directed; remove or pull up strawberry plants in preparation for next crop; remove blossoms (de- blossom) to improve fruit quality; remove debris, boxes, and discarded fruit from fields to keep clean growing areas; general ranch maintenance; basic irrigation maintenance; make sandbags, clean and maintenance equipment and tools, assist in applications by hand or tractor of fertilizers and or/pesticides; frost control of sprinklers, frost blanket coverings, or hoop coverings. May be necessary to assist in the use or operation of farm equipment such as tractors, trucks and harvest machinery and may transport other workers.</p> <p>General Specifications and Physical Requirements of the Job: The majority of the workday is spent on one's feet, constantly in movement, and outdoors. Workers are rarely in one place for any period of time. It is estimated that 10% of the time will be spent packing, 10% growing and maintaining, and 80% harvesting the products. Workers must be able to stand, walk, sit, stoop, squat, kneel, crouch, bend (from the waist), push, pull, reach, lift and carry items weighing in range from 5 to 75 pounds during the course of performing all required job specifications.</p> <p>All work is performed in outdoor agricultural fields and involves exposure to sun, wind, rain, soil, mud, dust, heat, cold and other natural elements. Worker must be able to withstand working in the direct sunlight, and conditions ranging from hot and humid weather, moderate rain and cold while performing their required job duties. Workers should come prepared wearing appropriate clothing and footwear for the environmental and working conditions described.</p> <p>Work entails exposure to soil, plants, insects, and plant materials such as, but not limited to pesticides and fertilizers. Employer will comply with all worker protection standards and restrictions applicable to the use of pesticides and other chemicals. Workers are required to comply with all applicable worker protections standards as communicated by Supervisors and Farm Managers. Required posters will be placed at applications areas displaying date and time that re-entry is allowed. For the Company to ensure the highest level of food safety within its operation, workers must be able to listen to, and follow verbal instruction by any Company Farm Manager and/or Supervisors, and understand the purpose of required posters that are in place.</p> <p>Each worker is encouraged to participate in group warm up exercise before the beginning of each work day and various times of the workday as instructed.</p> <p>Workers who drive farm vehicles requiring drivers license will receive a reimbursement up to a maximum of 600 USD by receipt of proof of payment.</p>		



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o. Job Offer Information 15

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Descriptions Continued - Part III
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Stooping and Bending: This activity would be constant for the listed job specifications. When harvesting, workers must walk along the assigned row in a bent-from-the-waist position, although they can opt for stooping, squatting, etc. During harvest, this activity would comprise much of the workers regular work day. Worker comes to a standing/vertical position each time they complete a full box of strawberries or blueberries and carry it to the end of the row or crate shed. This can be anywhere from 5-10 times per hour depending on the production and the picking speed.</p> <p>Considerable dexterity is necessary to harvest. Worker would constantly handle strawberries using both hands to harvest, and use repetitive reaching motion. Reaching motion would always be towards the ground, except in the harvest of the blueberries, where one is primarily in a standing position reaching towards the plant. Worker would be using a pushing motion to push the picking cart for the strawberries down the rows. Total weight, assuming a full box of strawberries should not exceed 15 lbs. Workers use pulling motion for hoeing and weeding.</p> <p>Daily job assignments will be made by, and at the sole discretion of, the Company Farm Managers as the progression of the growing season dictates. Workers must perform the assigned work as described in ETA 790, and work at the assigned Company locations. Workers may not switch work at Company locations without specific authorization of the Farm manager. At the direction of the Farm Manager and/or Supervisor workers may be re-assigned to different farm locations within the company at various times of the work day and/or on different days.</p> <p>Employer will provide tools, equipment, harvest materials, protective clothing, including gloves, where required to perform all job specifications at no cost to the worker. The reasonable repair or replacement cost of tools or equipment assigned to the worker may be deducted from the worker's paycheck for willful damage or loss of such tool or equipment.</p> <p>All Company Employee Safety and Hygiene Policies, including Harvest Crew Hygiene, Employee Conduct, Food Safety and Security, must be followed by each worker. Each hired worker will receive by the first day of work, a copy of the Employee Handbook outlining such policies and procedures. Worker is responsible to read thoroughly the information provided, and to seek assistance of a Farm Manager for questions or clarity.</p> <p>Non-workers will not be permitted at the work sites or on company property without permission from the employer. Importantly, no non-working minor children under the age of 18 shall be present at the work site, or left unattended in vehicles at the worksite during the day. Workers arriving at the worksite with non-working minor children or other non-workers will be sent home.</p>			

p. Job Offer Information 16

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Anticipated Range of Hours:
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>7 am start time is normal but weather conditions & market requirements could mean start times any time after 12 midnight.</p> <p>Six (6) hours per day, Monday through Saturday, is normal, however, the worker may be requested but not required to work additional hours per day and the Sabbath and/or federal holidays depending upon the conditions of the crop, weather, maturity of the crop and market conditions. Workers will be provided a 30-to-60-minute lunch break on most days unless unforeseen circumstances necessitate working 5 hours or less on a workday.</p> <p>The Farm Manager and/or Crew Supervisor will advise workers at the end of the workday if there is any change in start time and anticipated hours of work for the following workday. Regular attendance by all workers during scheduled hours of the workday and/or work period is expected. Unsatisfactory attendance, including reporting late, excessive requests to leave before the end of the workday, or quitting early, may be cause for disciplinary actions up to and including discharge. Workers must telephone their Farm Manager prior to the starting time of the workday if you do not expect to arrive on time.</p>			