



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

A. Job Offer Information

1. Job Title * Field Laborer							
2. Workers Needed *	a. Total	b. H-2A Workers	Period of Intended Employment				
	1250	533	3. First Date * 3/27/2023	4. Last Date * 12/1/2023			
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 (an entry is required for each box below) *						7. Hourly Work Schedule *	
35	a. Total Hours	7	c. Monday	7	e. Wednesday	7	g. Friday
0	b. Sunday	7	d. Tuesday	7	f. Thursday	0	h. Saturday
						a. <u>7</u> : <u>00</u> <input checked="" type="checkbox"/> AM <input type="checkbox"/> PM	
						b. <u>2</u> : <u>30</u> <input type="checkbox"/> AM <input checked="" type="checkbox"/> PM	
Temporary Agricultural Services and Wage Offer Information							
8a. Job Duties - Description of the specific services or labor to be performed. * (Please begin response on this form and use Addendum C if additional space is needed.) See Addendum C							
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information \$	
\$ <u>18</u> . <u>65</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 to be performed and wage offers attached to this job offer? *							<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A
10. Frequency of Pay: * <input checked="" type="checkbox"/> Weekly <input type="checkbox"/> Biweekly <input type="checkbox"/> Other (specify): <u>N/A</u>							
11. State all deduction(s) from pay and, if known, the amount(s). * (Please begin response on this form and use Addendum C if additional space is needed.) See Addendum C							



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B. Minimum Job Qualifications/Requirements

1. Education: minimum U.S. diploma/degree required. *			
<input checked="" type="checkbox"/> None <input type="checkbox"/> High School/GED <input type="checkbox"/> Associate's <input type="checkbox"/> Bachelor's <input type="checkbox"/> Master's or higher <input type="checkbox"/> Other degree (JD, MD, etc.)			
2. Work Experience: number of <u>months</u> required. * 1		3. Training: number of <u>months</u> required. * 0	
4. Basic Job Requirements (check all that apply) §			
<input type="checkbox"/> a. Certification/license requirements		<input checked="" type="checkbox"/> f. Exposure to extreme temperatures	
<input type="checkbox"/> b. Driver requirements		<input checked="" type="checkbox"/> g. Extensive pushing or pulling	
<input type="checkbox"/> c. Criminal background check		<input checked="" type="checkbox"/> h. Extensive sitting or walking	
<input checked="" type="checkbox"/> d. Drug screen		<input checked="" type="checkbox"/> i. Frequent stooping or bending over	
<input checked="" type="checkbox"/> e. Lifting requirement <u>50</u> lbs.		<input checked="" type="checkbox"/> j. 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) See Addendum C			

C. Place of Employment Information

1. Place of Employment Address/Location * 34°55'58.22"N 120°32'25.42"W				
2. City * Santa Maria		3. State * California	4. Postal Code * 93458	5. County * Santa Barbara
6. Additional Place of Employment Information. (If no additional information, enter " NONE " below) * Harvesting will take place in various fields in and around Santa Barbara and San Luis Obispo which consist of one area of intended employment as defined in 20 CFR §655.103(b). Specifically, the harvesting will be completed at the following locations which are operated by Betteravia Farms for the purposes of agriculture (Grower). Grower Contact: Sandy Leyva (805) 925-2478				
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"/> N/A

D. Housing Information

1. Housing Address/Location * Hotel Santa Maria, 210 NICHOLSON				
2. City * Santa Maria		3. State * California	4. Postal Code * 93454	5. County * Santa Barbara
6. Type of Housing (check only one) * <input type="checkbox"/> Employer-provided (including mobile or range) <input checked="" type="checkbox"/> Rental or public			7. Total Units * 64	8. Total Occupancy * 315
9. Identify the entity that determined the housing met all applicable standards: * <input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other (specify): _____				
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"/> N/A

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E. Provision of Meals

1. Describe how the employer will provide each worker with three meals per day or furnish free and convenient cooking and kitchen facilities. *
 (Please begin response on this form and use Addendum C if additional space is needed.)
 Workers living in employer provided housing without kitchen facilities will receive three meals per day, seven days a week. A deduction of \$15.46 per day (or higher when the Department of Labor publishes the new maximum meal deduction rate) for employer-prepared or provided meals will be made from the paychecks of all workers occupying employer provided housing without kitchen facilities.

2. The employer: *	<input type="checkbox"/> WILL NOT charge workers for meals.
	<input checked="" type="checkbox"/> WILL charge each worker for meals at \$ <u>15</u> . <u>46</u> per day, if meals are provided.

F. Transportation and Daily Subsistence

1. Describe the terms and arrangements for daily transportation the employer will provide to workers. *
 (Please begin response on this form and use Addendum C if additional space is needed.)
 Transportation: Company will offer transportation at no cost to workers occupying Company-provided housing to the work site and return on a daily basis. The Company will also offer transportation at no cost to workers who commute to work on a daily basis and workers who elect not to occupy the Company-provided housing from one or more pre-designated pick up points to and from the daily work site.

2. Describe the terms and arrangements for providing workers with transportation (a) to the place of employment (i.e., inbound) and (b) from the place of employment (i.e., outbound). *
 (Please begin response on this form and use Addendum C if additional space is needed.)
 Inbound and Return Transportation: The following provisions pertaining to provision or reimbursement for inbound and return transportation and subsistence apply only to persons recruited from outside normal commuting distance.

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>15</u> . <u>46</u>	per day *
	b. no more than	\$ <u>59</u> . <u>00</u>	per day with receipts

G. Referral and Hiring Instructions



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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) 357-5351	3. Extension § N/A	4. Email Address to Apply * Carlos.Encinas@alcoharvesting.com
5. Website Address (URL) to Apply * N/A		

H. Additional Material Terms and Conditions of the Job Offer

1. Is a completed Addendum C providing additional information about the material terms, conditions, and benefits (monetary and non-monetary) that will be provided by the employer attached to this job order? *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> 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:

- 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 part 653, subpart F and the requirements set forth in 20 CFR 655, subpart B. 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 part 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.
- NO STRIKE, LOCKOUT, OR WORK STOPPAGE:** Employer assures that this job opportunity, including all places of employment for which the employer is requesting temporary agricultural 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).
- HOUSING FOR WORKERS:** Employer agrees to provide or secure housing for the 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, and/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 or public housing 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, and/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 employer provides evidence that housing has been inspected and approved or, in the case of rental or public accommodations, is otherwise in full compliance.
- 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).
- 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), .210(d), or .302(c).



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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). When a charge or deduction for the cost of meals would bring the worker's wage below the minimum wage set by the FLSA at 29 U.S.C. 206, the charge or deduction must meet the requirements of 29 U.S.C. 203(m) of the FLSA, including the recordkeeping requirements found at 29 CFR 516.27.

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 came to work for the employer to the employer's place of employment, whether in the U.S. or abroad. 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 be less than the amount permitted under 20 CFR 655.173(a). The employer understands that the Fair Labor Standards Act applies independently of the H-2A requirements and imposes obligations on employers regarding payment of wages. 20 CFR 655.122(h)(1).

B. *Transportation from Place of Employment (Outbound)*

If the worker completes the work contract period, or is terminated without cause, and the worker has no immediate subsequent H-2A employment, the employer agrees to provide or pay for the worker's transportation and daily subsistence from the place of employment to the place from which the worker, disregarding intervening employment, departed to work for the employer. Return transportation will not be provided to workers who voluntarily abandon employment before the end of the work contract period, or who are terminated for cause, if the employer follows the notification requirements in 20 CFR 655.122(n).

If the worker has contracted with a subsequent employer who has not agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's place of employment to such subsequent employer's place of employment, 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 place of employment to such subsequent employer's place of employment, 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 employer's obligation to hire U.S. workers who apply or are referred after the employer's date of need during the recruitment period set out in 20 CFR 655.135(d). 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 place(s) of employment 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 500.104 or 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).



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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. The records must include each worker's permanent address, and, when available, permanent email address, and phone number(s). All records must be available for inspection and transcription by the Department of Labor or a duly authorized and designated representative, and by the worker and representatives designated by the worker as evidenced by appropriate documentation. Where the records are maintained at a central recordkeeping office, other than in the place or places of employment, such records must be made available for inspection and copying within 72 hours following notice from the Department of Labor, or a duly authorized and designated representative, and by the worker and designated representatives. The content of earnings records must meet all regulatory requirements and be retained by the employer for a period of not less than 3 years after the date of certification by the Department of Labor. 20 CFR 655.122(j).
10. **HOURS AND EARNINGS STATEMENTS:** Employer agrees to furnish to the worker on or before each payday in one or more written statements the following information: (1) the worker's total earnings for the pay period; (2) the worker's hourly rate and/or piece rate of pay; (3) the hours of employment offered to the worker (showing offers in accordance with the three-fourths guarantee as determined in 20 CFR 655.122(i), separate from any hours offered over and above the guarantee); (4) the hours actually worked by the worker; (5) an itemization of all deductions made from the worker's wages; (6) if piece rates are used, the units produced daily; (7) beginning and ending dates of the pay period; and (8) the employer's name, address and FEIN. 20 CFR 655.122(k).

For workers engaged in the herding or production of livestock on the range, the employer is exempt from recording and furnishing the hours actually worked each day, the time the worker begins and ends each workday, as well as the nature and amount of work performed, but otherwise must comply with the earnings records and hours and earnings statement requirements set out in 20 CFR 655.122(j) and (k). The employer agrees to keep daily records indicating whether the site of the employee's work was on the range or off the range. If the employer prorates a worker's wage because of the worker's voluntary absence for personal reasons, it must also keep a record of the reason for the worker's absence. 20 CFR 655.210(f).

11. **RATES OF PAY:** The employer agrees that it will offer, advertise in its recruitment, and pay at least the Adverse Effect Wage Rate (AEWR), a prevailing wage rate, the agreed-upon collective bargaining rate, the Federal minimum wage, or the State minimum wage, whichever is highest, 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 wage rate, Federal minimum wage, State minimum wage, or any agreed-upon collective bargaining rate, whichever is highest. If the applicable AEWR or prevailing wage is adjusted during the contract period, and that new rate is higher than the highest of the AEWR, the prevailing wage, the collective bargaining rate, the Federal minimum wage, or the State minimum wage, the employer will increase the pay of all employees in the same occupation to the higher rate no later than the effective date of the adjustment. If the new AEWR or prevailing wage is lower than the rate guaranteed on this job order, the employer will continue to pay at least the rate guaranteed on this job order.

If the worker is paid on a piece rate basis, the piece rate must be no less than the prevailing piece rate for the crop activity or agricultural activity and, if applicable, a distinct work task or tasks performed in that activity in the geographic area, if one has been issued. At the end of the pay period, if 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, 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 guarantees 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, the 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 U.S. 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 after the worker fails to show up for work at the regularly scheduled time 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 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



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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 place of employment 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 place of employment to the subsequent employer's place of employment. 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 or who does not require a visa for entry to the United States, 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 work contract at minimum will be the terms of this clearance order, including all Addenda, the certified *H-2A Application for Temporary Employment Certification* and any obligations required under 8 U.S.C. 1188, 29 CFR part 501, or 20 CFR part 655, subpart B. 20 CFR 655.122(q).
17. **ADDITIONAL ASSURANCES FOR CLEARANCE ORDERS:**
 - A. Employer agrees to provide to workers referred through the clearance system the number of hours of work disclosed in this clearance order for the week beginning with the anticipated first date of need, unless the employer has amended the first date of need at least 10 business days before the original first date of need by so notifying the Order-Holding Office (OHO) in writing (e.g., email 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 first date of need expeditiously. 20 CFR 653.501(c)(3)(i).

If there is a change to the anticipated first date of need, and the employer fails to notify the OHO at least 10 business days before the original first 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 first 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/or 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 * Mackenzie	2. First (given) name * Jeremy	3. Middle initial §
4. Title * General Manager		

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5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 2/10/2023
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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 / Estimated Hourly Rate / Special Pay Information
	Brussels Sprouts	\$ 32 . 00	Piece Rate	Brussels Sprouts Grd 1 Plastic Bin. hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Brussels Sprouts	\$ 32 . 00	Piece Rate	Brussels Sprouts Grd 1 Plastic Bin HH. hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Brussels Sprouts	\$ 32 . 00	Piece Rate	Brussels Sprouts Grd X-LOT Plastic Bin. hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery	\$ 01 . 25	Piece Rate	Celery 2.5 Grd 1 Bonipak. hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery	\$ 01 . 25	Piece Rate	Celery 3 Grd 1 Bonipak. hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery	\$ 01 . 60	Piece Rate	Celery 18 Blue Band Signature Farms ECORR PECO. hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery	\$ 01 . 25	Piece Rate	Celery 2 Grd 1 Bonipak. hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery	\$ 01 . 60	Piece Rate	Celery 2.5 BLUE BAND Grd 1 Bonipak PECO. hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery	\$ 01 . 60	Piece Rate	Celery 2.5 Blue Band Signature Farms Bonipak PECO. hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery	\$ 01 . 25	Piece Rate	Celery 2.5 Grd 1 Bonipak PECO. hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher

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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 / Estimated Hourly Rate / Special Pay Information
	Celery	\$ 01 25	Piece Rate	Celery 2.5 Grd 1 Bonipak Waxless PECO. hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery	\$ 01 60	Piece Rate	Celery 24 Blue Band Signature Farms ECORR PECO. hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery	\$ 01 25	Piece Rate	Celery 24 Grd 1 IFCO Tray PECO. hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery	\$ 01 25	Piece Rate	Celery 30 Grd 1 IFCO Tray PECO. hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery	\$ 01 35	Piece Rate	Celery Half Sleeved 24 Grd 1 ECORR Bonipak PECO. hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery	\$ 01 35	Piece Rate	Celery Half-Sleeved 2.5 Grd 1 Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery	\$ 01 35	Piece Rate	Celery Sleeved Logo 2 Grd 1 Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery	\$ 01 35	Piece Rate	Celery Sleeved Logo 2 Grd 1 Bonipak IFCO PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery	\$ 01 35	Piece Rate	Celery Sleeved Logo 2 Grd 1 Bonipak PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery	\$ 01 35	Piece Rate	Celery Sleeved Logo 2.5 Grd 1 AHOLD PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher

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Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Celery	\$ 01 . 35	Piece Rate	Celery Sleeved Logo 2.5 Grd 1 Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery	\$ 01 . 35	Piece Rate	Celery Sleeved Logo 2.5 Grd 1 Bonipak PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery	\$ 01 . 35	Piece Rate	Celery Sleeved Logo 3 Grd 1 AHOLD hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery	\$ 01 . 35	Piece R	Celery Sleeved Logo 3 Grd 1 Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery	\$ 01 . 35	Piece Rate	Celery Slv Clear 30 Grd 1 IFCO Tray PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery Hearts	\$ 01 . 95	Piece Rate	Celery Heart Sleeved 1.5 Grd1 ECORR Signature Farms JDC PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery Hearts	\$ 01 . 95	Piece Rate	Celery Heart Sleeved Logo 1.5 Grd 1 AHOLD PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery Hearts	\$ 01 . 95	Piece Rate	Celery Heart Sleeved Logo 1.5 Grd 1 Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery Hearts	\$ 01 . 95	Piece Rate	Celery Heart Sleeved Logo 1.5 Grd 1 Bonipak PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery Hearts	\$ 01 . 95	Piece Rate	Celery Heart Sleeved Logo 1.5 Grd 1 Food Lion PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher

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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 / Estimated Hourly Rate / Special Pay Information
	Celery Hearts	\$ 01 95	Piece Rate	Celery Heart Sleeved Logo 1.5 Grd 1 SBD Bonipak PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery Hearts	\$ 01 95	Piece Rate	Celery Heart Slv Kroger 22 Grd 1 Bonipak PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery Hearts	\$ 01 95	Piece Rate	Celery Heart Slv Kroger 22 Grd 1 IFCO Tray PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery Hearts	\$ 01 95	Piece Rate	Celery Heart Slv Logo 22 Grd 1 Bonipak PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Celery Hearts	\$ 01 95	Piece Rate	Celery Heart Slv Logo 22 Grd 1 IFCO Tray PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Cilantro	\$ 00 90	Piece Rate	Cilantro 30 Grd 1 Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Cilantro	\$ 02 10	Piece Rate	Cilantro 60 Grd 1 Bonipak PECO Tagged hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Cilantro	\$ 01 80	Piece Rate	Cilantro 60 Grd 1 HE Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Cilantro	\$ 02 10	Piece Rate	Cilantro 60 Grd 1 IFCO Tray PECO Tagged hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Green Leaf	\$ 00 85	Piece Rate	Green Leaf 18 Grd 1 IFCO Tray PECO Tagged hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher

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Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Green Leaf	\$ 00 85	Piece Rate	Green Leaf 18 Jumbo Grd 1 Bonipak PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Green Leaf	\$ 01 05	Piece Rate	Green Leaf Climapak 24 Grd 1 Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Green Leaf	\$ 01 05	Piece Rate	Green Leaf Climapak 24 Grd 1 Bonipak PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Green Leaf	\$ 01 50	Piece Rate	Green Leaf Sleeved Logo 18 Grd 1 Bonipak PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Green Leaf	\$ 01 50	Piece Rate	Green Leaf Sleeved Logo 18 Grd 1 IFCO Tray PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Italian Parsley	\$ 00 50	Piece Rate	Italian Parsley 12 Grd 1 IFCO Tray PECO Tagged hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Italian Parsley	\$ 00 43	Piece Rate	Italian Parsley 15 Grd 1 IFCO Tray PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Italian Parsley	\$ 00 58	Piece Rate	Italian Parsley 15 Grd 1 IFCO Tray PECO Tagged hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Italian Parsley	\$ 00 46	Piece Rate	Italian Parsley 16 Grd 1 IFCO Tray PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Italian Parsley	\$ 00 88	Piece Rate	Italian Parsley 30 Grd 1 Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher

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Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Italian Parsley	\$ 00 88	Piece Rate	Italian Parsley 30 Grd 1 Bonipak PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Italian Parsley	\$ 00 88	Piece Rate	Italian Parsley 30 Grd 1 IFCO Tray PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Italian Parsley	\$ 00 88	Piece Rate	Italian Parsley 30 Grd PRE Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Italian Parsley	\$ 00 88	Piece Rate	Italian Parsley 30 Grd PRE Bonipak PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Italian Parsley	\$ 01 75	Piece Rate	Italian Parsley 60 Grd 1 Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Italian Parsley	\$ 01 75	Piece Rate	Italian Parsley 60 Grd 1 IFCO Tray PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Lettuce	\$ 02 30	Piece Rate	Lettuce Logo 30 Grd 1 Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Lettuce	\$ 01 25	Piece Rate	Lettuce Clear 24 FW Grd 1 IFCO PECO WM hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Lettuce	\$ 01 25	Piece Rate	Lettuce Clear 24 FW Grd 1 TOSCA PECO WM hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Lettuce	\$ 01 25	Piece Rate	Lettuce Clear 24 FW Grd PRE Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher

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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 / Estimated Hourly Rate / Special Pay Information
	Lettuce	\$ 01 25	Piece Rate	Lettuce Clear 24 FW Grd PRE Bonipak PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Lettuce	\$ 01 85	Piece Rate	Lettuce Clear 24 Grd 1 IFCO PECO WM hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Lettuce	\$ 01 85	Piece Rate	Lettuce Clear 24 Grd PRE Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Lettuce	\$ 01 85	Piece R	Lettuce Clear 24 Grd PRE Bonipak PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Lettuce	\$ 01 85	Piece Rate	Lettuce Clear 24 INS Grd 1 Bonipak PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Lettuce	\$ 02 30	Piece Rate	Lettuce Clear 30 Grd PRE Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Lettuce	\$ 02 30	Piece Rate	Lettuce Clear 30 Grd PRE Bonipak PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Lettuce	\$ 01 85	Piece Rate	Lettuce Jumbo Clear 24 Grd 1 Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Lettuce	\$ 01 85	Piece Rate	Lettuce Jumbo Clear 24 Grd 1 Bonipak PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Lettuce	\$ 01 70	Piece Rate	Lettuce Liner 24 Grd 1 Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher

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Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Lettuce	\$ 01 85	Piece Rate	Lettuce Logo 24 Grd 1 Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Lettuce	\$ 01 70	Piece Rate	Lettuce Naked 24 Grd 1 Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Organic Celery	\$ 01 25	Piece Rate	Celery 2.5 Grd ORG Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Organic Celery	\$ 01 25	Piece Rate	Celery 2.5 Grd ORG Bonipak PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Organic Celery	\$ 01 35	Piece Rate	Celery Sleeved 15 Grd ORG Bonipak IFCO PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Organic Celery	\$ 01 35	Piece Rate	Celery Sleeved 15 Grd ORG Marketside IFCO PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Organic Celery	\$ 01 35	Piece Rate	Celery Sleeved Logo 2 Grd ORG ECORR Bonipak PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Organic Celery	\$ 01 35	Piece Rate	Celery Sleeved Logo 2.5 Grd ORG Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Organic Celery	\$ 01 35	Piece Rate	Celery Sleeved Logo 2.5 Grd ORG Bonipak PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Organic Celery	\$ 13 00	Piece Rate	Celery Stalk Grd ORG Sure Fresh Bin hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher

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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 / Estimated Hourly Rate / Special Pay Information
	Organic Celery Hearts	\$ 01 . 95	Piece Rate	Celery Heart Sleeved Logo 1.5 Grd ORG "O" PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Organic Celery Hearts	\$ 01 . 95	Piece Rate	Celery Heart Sleeved Logo 1.5 Grd ORG Bonipak PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Organic Celery Hearts	\$ 01 . 95	Piece Rate	Celery Heart Slv 12x2 Grd ORG Marketside IFCO PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Organic Celery Hearts	\$ 01 . 95	Piece Rate	Celery Heart Slv 14x2 Simple Truth Grd ORG IFCO Tray PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Organic Celery Hearts	\$ 01 . 95	Piece Rate	Celery Heart Slv Logo 1.5 Grd ORG Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Organic Romaine Hearts	\$ 01 . 75	Piece Rate	Romaine Hearts 12x3 Grd ORG "O" PECO JDC hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Organic Romaine Hearts	\$ 01 . 75	Piece Rate	Romaine Hearts 12x3 Grd ORG Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Organic Romaine Hearts	\$ 01 . 75	Piece Rate	Romaine Hearts 12x3 Grd ORG PCO PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Organic Romaine Hearts	\$ 01 . 75	Piece Rate	Romaine Hearts 12x3 Grd ORG Simple Truth IFCO PECO SBD hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Organic Romaine Hearts	\$ 02 . 18	Piece Rate	Romaine Hearts 15x3 Grd ORG Marketside IFCO PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher

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Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Organic Romaine Hearts	\$ 02 . 00	Piece Rate	Romaine Hearts 7x6 Grd ORG "O" PECO JDC hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Parsley	\$ 00 . 88	Piece Rate	Parsley 30 Grd 1 IFCO Tray PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Parsley	\$ 00 . 50	Piece Rate	Parsley 12 Grd 1 IFCO Tray PECO Tagged hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Parsley	\$ 00 . 44	Piece R	Parsley 15 Grd 1 IFCO Tray PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Parsley	\$ 00 . 58	Piece Rate	Parsley 15 Grd 1 IFCO Tray PECO Tagged hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Parsley	\$ 00 . 58	Piece Rate	Parsley 16 Grd 1 IFCO Tray PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Parsley	\$ 00 . 88	Piece Rate	Parsley 30 Grd 1 Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Parsley	\$ 00 . 88	Piece Rate	Parsley 30 Grd 1 Bonipak PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Parsley	\$ 00 . 88	Piece Rate	Parsley 30 Grd PRE Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Parsley	\$ 00 . 88	Piece Rate	Parsley 30 Grd PRE Bonipak PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher

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Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Parsley	\$ 01 75	Piece Rate	Parsley 60 Grd 1 Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Parsley	\$ 01 75	Piece Rate	Parsley 60 Grd 1 IFCO Tray PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Red Leaf	\$ 01 05	Piece Rate	Red Leaf 24 Grd 1 Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Red Leaf	\$ 00 85	Piece Rate	Red Leaf 18 Grd 1 IFCO Tray PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Red Leaf	\$ 00 85	Piece Rate	Red Leaf 18 Grd 1 IFCO Tray PECO Tagged hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Red Leaf	\$ 00 85	Piece Rate	Red Leaf 18 Jumbo Grd 1 Bonipak PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Red Leaf	\$ 01 05	Piece Rate	Red Leaf ClimaPak 24 Grd 1 Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Red Leaf	\$ 01 05	Piece Rate	Red Leaf Climapak 24 Grd 1 Bonipak PECO hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Romaine	\$ 01 30	Piece Rate	Romaine 50# Grd 1 Bonipak hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Romaine	\$ 00 75	Piece Rate	Romaine 15 Grd 1 IFCO PECO Tagged hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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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 / Estimated Hourly Rate / Special Pay Information
	Romaine	\$ 01 . 05	Piece Rate	Romaine 24 Grd 1 Bonipakhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Romaine	\$ 00 . 85	Piece Rate	Romaine Climapak 18 Jumbo Grd 1 Bonipak PECOhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Romaine	\$ 01 . 05	Piece Rate	Romaine Climapak 24 Grd 1 Bonipakhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Romaine	\$ 01 . 05	Piece Rate	Romaine Climapak 24 Grd Bonipak PECOhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Romaine	\$ 01 . 55	Piece Rate	Romaine Sleeved 18 Grd 1 Bonipakhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Romaine	\$ 00 . 85	Piece Rate	Romaine Sleeved 18 Grd 1 Bonipak IFCO PECOhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Romaine	\$ 01 . 60	Piece Rate	Romaine Sleeved 24 Grd 1 Bonipakhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Romaine	\$ 01 . 60	Piece Rate	Romaine Sleeved 24 Grd 1 Bonipak PECOhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Romaine Hearts	\$ 01 . 75	Piece Rate	Romaine Heart 15X3 Grd 1 FW Kroger SBD TOSCA PECOhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Romaine Hearts	\$ 01 . 75	Piece Rate	Romaine Hearts 12x3 18oz Grd 1 Bonipakhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher

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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 / Estimated Hourly Rate / Special Pay Information
	Romaine Hearts	\$ 01 . 75	Piece Rate	Romaine Hearts 12x3 22oz Grd 1 Bilingual Bonipakhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Romaine Hearts	\$ 01 . 35	Piece Rate	Romaine Hearts 12x3 22oz Grd 1 Bilingual FW Bonipakhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Romaine Hearts	\$ 01 . 75	Piece Rate	Romaine Hearts 12x3 Grd 1 Ahold PECOhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Romaine Hearts	\$ 01 . 35	Piece Rate	Romaine Hearts 12x3 Grd 1 FW Signature Farms JDC PECOhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Romaine Hearts	\$ 01 . 35	Piece Rate	Romaine Hearts 12x3 Grd 1 FW Signature Farms SBD PECOhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Romaine Hearts	\$ 01 . 75	Piece Rate	Romaine Hearts 12x3 Grd 1 Krogerhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Romaine Hearts	\$ 01 . 75	Piece Rate	Romaine Hearts 12x3 Grd 1 Signature Farms JDC PECOhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Romaine Hearts	\$ 01 . 75	Piece Rate	Romaine Hearts 12x3 Grd 1 Signature Farms No Date PECOhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Romaine Hearts	\$ 01 . 75	Piece Rate	Romaine Hearts 12x3 Grd 1 Signature Farms SBD PECOhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Romaine Hearts	\$ 02 . 18	Piece Rate	Romaine Hearts 15x3 Grd 1 Bonipak IFCO PECOhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher

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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 / Estimated Hourly Rate / Special Pay Information
	Romaine Hearts	\$ 01 80	Piece Rate	Romaine Hearts 7x6 Grd 1 Ahold No Date PECOhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Romaine Hearts	\$ 01 80	Piece Rate	Romaine Hearts 7x6 Grd 1 Bonipakhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Romaine Hearts	\$ 01 80	Piece Rate	Romaine Hearts 7x6 Grd 1 Signature Farms SBD PECOhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Romaine Hearts	\$ 01 75	Piece Rate	Romaine Hearts Kroger 15x3 Grd 1 Bonipak PECO SBDhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Romaine Hearts	\$ 01 75	Piece Rate	Romaine Hearts Kroger 15x3 Grd 1 TOSCA PECO SBDhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Romaine Hearts	\$ 01 70	Piece Rate	Romaine Loose Hearts 48 CT Grd 1 Bonipak FShourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Spinach	\$ 01 20	Piece Rate	Spinach 24 Grd 1 IFCO Tray PECO Taggedhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Spinach	\$ 01 10	Piece Rate	Spinach Rootless 24 Grd 1 Bonipakhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Spinach	\$ 01 10	Piece Rate	Spinach Rootless 24 Grd 1 Bonipak PECOhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Hand Harvest	\$ 02 00	Piece Rate	Harvest 1/2 lb-HP-Strawberries-105-Hhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher

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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 / Estimated Hourly Rate / Special Pay Information
	Strawberry - Hand Harvest	\$ 02 . 00	Piece Rate	Harvest 1/2 lb-HP-Strawberries-199-Hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Hand Harvest	\$ 02 . 00	Piece Rate	Harvest 15ct-HP-Strawberries-218-Hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Hand Harvest	\$ 02 . 00	Piece Rate	Harvest 1lb-HP-Strawberries-001-Hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Hand Harvest	\$ 02 . 00	Piece Rate	Harvest 1lb-HP-Strawberries-005-Hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Hand Harvest	\$ 02 . 00	Piece Rate	Harvest 1lb-HP-Strawberries-102-Hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Hand Harvest	\$ 02 . 00	Piece Rate	Harvest 1lb-HP-Strawberries-196-Hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Hand Harvest	\$ 02 . 00	Piece Rate	Harvest 250g-HP-Strawberries-216-Hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Hand Harvest	\$ 02 . 00	Piece Rate	Harvest 250g-HP-Strawberries-313-Hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Hand Harvest	\$ 02 . 00	Piece Rate	Harvest 2lb-HP-Strawberries-010-Hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Hand Harvest	\$ 02 . 00	Piece Rate	Harvest 2lb-HP-Strawberries-026-Hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher

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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 / Estimated Hourly Rate / Special Pay Information
	Strawberry - Hand Harvest	\$ 02 . 00	Piece Rate	Harvest 2lb-HP-Strawberries-409-Hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Hand Harvest	\$ 02 . 00	Piece Rate	Harvest 400g-HP-Strawberries-378-Hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Hand Harvest	\$ 02 . 00	Piece Rate	Harvest 425g-HP-Strawberries-392-Hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Hand Harvest	\$ 02 . 00	Piece Rate	Harvest 850g-HP-Strawberries-310-Hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Hand Harvest	\$ 02 . 00	Piece Rate	Harvest 850g-HP-Strawberries-360-Hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Hand Harvest	\$ 02 . 00	Piece Rate	Harvest Berry Big-HP-Strawberries-396-Hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Hand Harvest	\$ 02 . 00	Piece Rate	Harvest Juice-Strawberrieshourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Machine Harvest	\$ 02 . 00	Piece Rate	Harvest 1/2 lb-HP-Strawberries-105-Mhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Machine Harvest	\$ 02 . 00	Piece Rate	Harvest 1/2 lb-HP-Strawberries-199-Mhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Machine Harvest	\$ 02 . 00	Piece Rate	Harvest 15ct-HP-Strawberries-218-Mhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher

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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 / Estimated Hourly Rate / Special Pay Information
	Strawberry - Machine Harvest	\$ 02 . 00	Piece Rate	Harvest 1lb-HP-Strawberries-001-Mhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Machine Harvest	\$ 02 . 00	Piece Rate	Harvest 1lb-HP-Strawberries-005-Mhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Machine Harvest	\$ 02 . 00	Piece Rate	Harvest 1lb-HP-Strawberries-102-Mhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Machine Harvest	\$ 02 . 00	Piece Rate	Harvest 1lb-HP-Strawberries-196-Mhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Machine Harvest	\$ 02 . 00	Piece Rate	Harvest 250g-HP-Strawberries-216-Mhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Machine Harvest	\$ 02 . 00	Piece Rate	Harvest 250g-HP-Strawberries-313-Mhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Machine Harvest	\$ 02 . 00	Piece Rate	Harvest 2lb-HP-Strawberries-010-Mhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Machine Harvest	\$ 02 . 00	Piece Rate	Harvest 2lb-HP-Strawberries-026-Mhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Machine Harvest	\$ 02 . 00	Piece Rate	Harvest 400g-HP-Strawberries-378-Mhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Machine Harvest	\$ 02 . 00	Piece Rate	Harvest 425g-HP-Strawberries-392-Mhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher

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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 / Estimated Hourly Rate / Special Pay Information
	Strawberry - Machine Harvest	\$ 02 . 00	Piece Rate	Harvest 425g-HP-Strawberries-392-Mhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Machine Harvest	\$ 02 . 00	Piece Rate	Harvest 850g-HP-Strawberries-310-Mhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Machine Harvest	\$ 02 . 00	Piece Rate	Harvest 850g-HP-Strawberries-360-Mhourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
	Strawberry - Machine Harvest	\$ 02 . 00	Piece R	Harvest Berry Big-HP-Strawberries-396-M hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher
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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 §
Betteravia Farms	3455'58.22"N 12032'25.42"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	35 5'31.61"N 12036'34.48"W Oceano, California 93445 SAN LUIS OBISPO		3/27/2023	12/1/2023	533
Betteravia Farms	35 5'9.47"N 12036'30.44"W Oceano, California 93445 SAN LUIS OBISPO		3/27/2023	12/1/2023	533
Betteravia Farms	35 4'53.85"N 12036'8.98"W Oceano, California 93445 SAN LUIS OBISPO		3/27/2023	12/1/2023	533
Betteravia Farms	35 5'59.99"N 12035'35.45"W Oceano, California 93445 SAN LUIS OBISPO		3/27/2023	12/1/2023	533
Betteravia Farms	35 5'32.59"N 12035'38.75"W Oceano, California 93445 SAN LUIS OBISPO		3/27/2023	12/1/2023	533
Betteravia Farms	35 5'18.94"N 12035'38.53"W Oceano, California 93445 SAN LUIS OBISPO		3/27/2023	12/1/2023	533
Betteravia Farms	35 5'7.80"N 12035'39.24"W Oceano, California 93445 SAN LUIS OBISPO		3/27/2023	12/1/2023	533
Betteravia Farms	35 6'2.91"N 12035'5.88"W Oceano, California 93445 SAN LUIS OBISPO		3/27/2023	12/1/2023	533
Betteravia Farms	35 5'44.65"N 12035'8.79"W Oceano, California 93445 SAN LUIS OBISPO		3/27/2023	12/1/2023	533

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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 §
Betteravia Farms	35 5'20.48"N 12035'17.27"W Oceano, California 93445 SAN LUIS OBISPO		3/27/2023	12/1/2023	533
Betteravia Farms	35 6'23.86"N 12035'6.16"W Oceano, California 93445 SAN LUIS OBISPO		3/27/2023	12/1/2023	533
Betteravia Farms	3457'52.14"N 12031'38.83"W Santa Maria, California 93445 SAN LUIS OBISPO		3/27/2023	12/1/2023	533
Betteravia Farms	3455'0.42"N 12032'29.98"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3455'5.51"N 12033'10.69"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3454'58.29"N 12033'32.40"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3457'14.54"N 12033'42.06"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3457'14.34"N 12033'14.63"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3456'4.78"N 12031'18.99"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3456'30.54"N 12024'17.85"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533

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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 §
Betteravia Farms	3456'34.64"N 12031'49.94"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3456'17.64"N 12033'40.22"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3455'55.15"N 12031'58.08"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3456'8.05"N 12030'58.21"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3457'10.08"N 12032'39.90"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3456'33.53"N 12032'30.71"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3456'18.83"N 12032'41.12"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3455'56.37"N 12031'39.96"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3454'58.79"N 12020'34.13"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3455'34.54"N 12031'42.42"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533

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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 §
Betteravia Farms	3455'34.54"N 12031'42.42"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3456'54.48"N 12030'43.41"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3453'29.12"N 12019'0.69"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3459'16.98"N 12031'49.60"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3458'23.24"N 12031'45.17"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3453'59.80"N 12020'27.57"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3446'12.37"N 12026'4.39"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3445'50.67"N 12025'50.31"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3445'30.07"N 12026'2.71"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3445'35.66"N 12025'17.91"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533

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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 §
Betteravia Farms	3445'27.71"N 12024'40.49"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	35 0'7.40"N 12028'39.66"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	35 0'9.41"N 12028'51.94"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	35 0'4.00"N 12029'4.13"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3459'58.25"N 12029'17.90"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	35 0'2.78"N 12029'40.29"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3459'36.00"N 12032'13.81"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3457'11.85"N 12034'32.48"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3457'9.24"N 12034'47.35"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3456'52.01"N 12031'16.55"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533

D. Additional Housing Information

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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 §
Betteravia Farms	3457'32.12"N 12036'35.40"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3457'10.02"N 12036'37.30"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3457'24.04"N 12037'24.09"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3455'34.54"N 12031'42.42"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3459'37.79"N 12031'2.01"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3459'40.25"N 12031'24.91"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3459'57.63"N 12032'31.35"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	35 0'2.18"N 12032'42.63"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	35 0'6.28"N 12032'57.51"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	35 0'11.36"N 12033'15.46"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533

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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 §
Betteravia Farms	35 0'11.36"N 12033'15.46"W Santa Maria, California 93458 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3440'20.57"N 12032'55.80"W Lompoc, California 93436 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3440'20.88"N 12032'28.96"W Lompoc, California 93436 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3440'25.28"N 12031'55.98"W Lompoc, California 93436 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3439'56.61"N 12033'1.66"W Lompoc, California 93436 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3439'49.74"N 12032'33.12"W Lompoc, California 93436 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3440'0.45"N 12031'57.20"W Lompoc, California 93436 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3439'35.03"N 12031'20.28"W Lompoc, California 93436 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3440'11.91"N 12030'46.77"W Lompoc, California 93436 SANTA BARBARA		3/27/2023	12/1/2023	533
Betteravia Farms	3439'51.95"N 12030'13.80"W Lompoc, California 93436 SANTA BARBARA		3/27/2023	12/1/2023	533

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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 §
Betteravia Farms	3439'56.30"N 12029'35.70"W Lompoc, California 93436 SANTA BARBARA		3/27/2023	12/1/2023	533

D. Additional Housing Information



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1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
<input type="checkbox"/> Employer-provided <input checked="" type="checkbox"/> Rental or public accommodations	BROADWAY II, LLC, 1100 BROADWAY, Santa Maria, California 93458 SANTA BARBARA	Hotel housing for 137 workers. This housing will have 32 units. Laundry facilities are on site and free to workers. Catering will be provided.	32	137	<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input checked="" type="checkbox"/> Rental or public accommodations	BROADWAY MOTEL, 1114 N. BROADWAY Santa Maria, California 93458 SANTA BARBARA	Hotel housing for 81 workers. This housing will have 27 units. Laundry facilities are on site and free to workers. Catering will be provided.	27	81	<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____

For Public Burden Statement, see the Instructions for Form ETA-790/790A.



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H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Field Worker – Head Lettuce (Iceberg), Bulk Lettuce (Iceberg), Romaine, Red Leaf, Green Leaf, Organic Romaine, Organic Green Leaf, Organic Red Leaf, Celery, Organic Celery, Romaine Hearts, Organic Romaine Hearts, Cilantro, and Parsley to perform the following duties:</p> <p>Field worker to harvest both conventional and organic green leaf, red leaf & Romaine. Cut, bag, pack, and load fresh product in the field. Cutting is done on harvesting machine by using hands and cutting knife. Using a harvesting hand knife and bending at the waist, the employee cuts the head from the roots and trims the outer leaves from the head to prepare it to be packed into a carton, bag, tote or bin. The process is repeated. Worker is responsible for cleaning of equipment and maintenance of yard. Worker is also responsible for operating Tractor's and machines used to perform this task.</p> <p>Field worker to harvest romaine, organic romaine, head lettuce (iceberg), organic romaine hearts, and romaine hearts. Cut, bag, pack, and load fresh product in the field. Cutting is done on harvesting machine by using hands and cutting knife. Using a harvesting hand knife and bending at the waist, the employee cuts the head from the roots and trims the outer leaves from the head to prepare it to be packed into a carton, tote or bin. The process is repeated. Worker is responsible for cleaning of equipment and maintenance of yard. Worker is also responsible for operating Tractor's and machines used to perform this task.</p> <p>Field worker to harvest celery and organic celery. Cut, bunch, pack, and load fresh celery in the field. Cutting is done on harvesting machine by using hands and cutting knife. Using a harvesting hand knife and bending at the waist, the employee cuts the stalk from the roots and trims the outer stalks from the stalk to prepare it to be packed into a carton, tote or bin. Worker is also responsible for operating Tractor's and machines used to perform this task. The process is repeated. Worker responsible for cleaning of equipment and maintenance of yard. Worker is also responsible for operating tractor's and machines used to perform this task.</p> <p>Field worker to harvest bulk lettuce. Cut and core fresh iceberg lettuce in the field. Cutting and coring is done on a harvesting belt using hands and a cutting/coring knife. Using a coring knife and bending at the waist, the employee cuts the lettuce from the root, trims the outer leaves, cores the center of the lettuce with a knife and places on belt. The process is repeated, workers are responsible for cleaning of equipment.</p> <p>Field Worker to harvest Spinach, Cilantro & Parsley. Cutting is done by kneeling on beds next to a machine or without a machine. The employee determines the size and quality of the product to be harvested. Then, using a harvesting hand knife, the employee cuts the appropriate amount of product from its roots, cleans by hand the defective leaves and trims the stems. The product is then either tied, sleeved or banded before being packed or placed into a box/tote or placed on a belt. The cartons or totes have a specific count or weight requirement.</p> <p>Machine set up includes: Check machine for water and diesel; Put sticker on bags; Supply cartons for the day and put on the machine; Open or close machine; Put machine where crew will start; Move trailer.</p>			

b. Job Offer Information 2

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Deductions from Pay
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Authorized Deductions: The following deductions will be made from the worker's pay: FICA (if applicable); federal income tax withholding (if applicable); state and/or local tax withholding (if applicable); recovery of any loss to the Company due to damage or loss of equipment/tools; housing or furnishings (beyond normal wear and tear) caused by the worker (if any)- The employer will not make any deduction from the wage or require any reimbursement from an employee for any cash shortage, breakage, or loss of equipment, unless it can be shown that such shortage, breakage, or loss is caused by a dishonest or willful act, or by the gross negligence of the employee; medical insurance payments if applicable; cash advances, if applicable; and deductions expressly authorized by the worker in writing (if any). No deductions except those required or permitted by law will be made which bring the worker's earnings for any pay period below the applicable statutory federal or state minimum wage</p>			

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H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Additional Information Regarding Job Qualifications/Requirements
3. Details of Material Term or Condition (up to 3,500 characters) *			
Minimum Job Qualifications: 1 month of experience in any of the commodities listed. Specific requirements include lifting up to 50 pounds frequently and being able to use hand tools, including cutting knives. Must be able to work under conditions where skin and clothing become heavily soiled with mud, water, grease, etc. Must be able to work outdoors in inclement weather conditions, including rain, cold, high winds, etc. Work involves frequent bending and working in bent or stooped positions. Must be able to walk and stand up extensively. No smoking, alcohol, firearms in the field or residential housing.			

d. Job Offer Information 4

1. Section/Item Number *	D.10	2. Name of Section or Category of Material Term or Condition *	Additional Housing Information
3. Details of Material Term or Condition (up to 3,500 characters) *			
The Employer will provide housing for 315 workers at this location. 64 units & a total capacity 315 workers. Each worker will be provided with their own bed. Laundry facilities on site and free to workers. Catering provided. Alco Harvesting attests the public accommodations are compliant with applicable housing health & safety standards set forth by regulations 20 CFR 655.122(d)(1)(iii). The units rented are sufficient to accommodate the workers requested. Local inspection is not required.			

For Public Burden Statement, see the Instructions for Form ETA-790/790A.



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H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	G.1	2. Name of Section or Category of Material Term or Condition *	Referral and Hiring Instructions
<p>3. Details of Material Term or Condition (up to 3,500 characters) * <small>Applicants should thoroughly familiarize themselves with the job specifications and the terms and conditions of employment in this Clearance Order before contacting the employer or seeking a referral. Only workers meeting all the qualifications for Employment, who are able, willing and qualified to perform the work, with or without reasonable accommodations, who are eligible for employment in the United States, and who will be available at the time and place needed, should contact or be referred to the employer.</small></p> <p>Applicants who contact the employer by telephone or in person will complete an applicant screening process. The employment contract is made available to the applicant in person, by fax, or email once the screening process is completed and an offer of employment has been made. Telephone or in-person interviews will be at no cost to workers.</p> <p>Walk-in applicants should bring with them documentation of identity and employment eligibility, so that if an offer of employment is made the required pre-employment paperwork can be completed. Walk-in applications will be accepted at:</p> <p>3195 Brown Rd. Santa Maria, Ca 93458 Phone: 805-357-5351 Email address: Carlos.Encinas@alcoharvesting.com</p> <p>Contact hours are Monday through Friday, 8 a.m. to 5 p.m. Collect telephone calls will not be accepted directly from job applicants and persons inquiring about employment. All referrals from State Workforce Agencies must be sent to the employer by telephone or email and must include referral contact name, phone number, and email address if an email address is available.</p> <p>Applicants and referrals, not applying in person, will be sent an employment application and the employment disclosures required by law. Applicants and referrals will not be considered to have applied until a properly completed and signed application is provided to the Company indicating that the worker has received a copy in writing of the Migrant and Seasonal Agricultural Worker employment disclosures (or Contract containing disclosures) as required by law. The Company will interview non-local applicants by telephone and make hiring commitments to qualified, eligible applicants.</p> <p>Documentation of identity and employment authorization (original documents only) sufficient to complete an I-9 Form, as required by the Immigration Reform and Control Act, must be in the possession of the worker at the time the worker reports for work and will be examined by the Company as a condition for completing the hiring process. Walk-in applicants whose pre-employment paperwork was completed at the time of hire must have a valid identity document when they report to work. No worker will be considered to have completed the hiring process, nor be permitted to start work, and/or occupy Company-provided housing, without completing an I-9 Form and presenting required documentation of identity and employment eligibility within the legally required time frames. Although the job holding office is not required to verify employment authorization documentation, Employer requests that the Employment Service staff apprise applicants that they will be required to provide documentary proof of work authorization to the Employer.</p>			

f. Job Offer Information 6

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - CA State Tax ID
<p>3. Details of Material Term or Condition (up to 3,500 characters) * 013-6895-0</p>			

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H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Full Job Title
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
Field Laborers: Strawberries, Head Lettuce (Iceberg), Bulk Lettuce (Iceberg) Romaine, Red Leaf, Green Leaf, Organic Romaine, Celery, Organic Celery, Romaine Hearts, Organic Romaine Hearts, Spinach, Cilantro, Parsley, Transplanting			

h. Job Offer Information 8

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Itinerary
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
All Field Labor will be simultaneously conducted at all field sites by all crews throughout the harvest contract: March 27, 2023 through December 1, 2023.			

For Public Burden Statement, see the Instructions for Form ETA-790/790A.



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H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Job Duties Part I
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>Strawberries:</p> <p>Workers may occasionally and/or sporadically perform duties associated with and directly related to the primary duties. Such work will be temporary and unsubstantial agricultural labor.</p> <p>Workers will perform duties associated with and directly related to conventional and organic strawberry harvest work, on the farm, including but not limited to:</p> <p>picking strawberries in field for machine fresh, machine freezer, machine export, ground freezer, ground export, machine juice, ground juice</p> <p>repack strawberry packages that do not pass quality inspections</p> <p>planting strawberry bare root plants by hand</p> <p>replanting if necessary following first planting pass</p> <p>Harvest soil conventional planted strawberries and organic planted strawberries</p> <p>The harvest will be done by hand placing fruit directly into a carton box, either using a harvest cart, or walking behind a Mercado machine designed to assist strawberry harvesting</p> <p>Piece rate for soil conventional planted strawberries and soil organic planted strawberries will be as stated in the piece rates by pack type. When yield per acre crops below 250 cartons per acre an increase in the hourly rate may be implemented, but it will return to the starting rate at the beginning of each new season.</p> <p>Individuals are required to show up to work on time for each working day</p> <p>Unpermitted absences are not allowed</p>			

j. Job Offer Information 10

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Job Duties Part II
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>When not on the machine feeding plants into the cups, employees are required to walk behind the machine to monitor and improve quality. Employee must straighten up and properly set any plant that is not properly planted by the machine. Employee must fill in any plants that are missing in the row. Employee carries extra plants in a basket attached with a belt, he/she uses a small shovel to set new plants in or adjust plants that were planted with the machine. Plants are planted on raised beds which makes the surface uneven, additionally there may be clods or debris in the field making the ground uneven. Bending and stooping while walking is necessary to complete the task. Employees rotate between feeding the cups, walking behind the machine and supplying trays to the feeding stations. Employees climb on and off the machine at the end of each row.</p> <p>Employee must assist in setting up, operating and taking down transplanter and tractor. Walkways may need to be installed and weigh greater than 50 pounds and must be precision placed in/on pegs to secure the walkway.</p> <p>Employee will occasionally stand, bend (neck), squat, climb, kneel, twist (neck), twist (waist), lift 15-50 pounds, and carry 15-50 pounds. Employee will frequently sit, walk, bend (waist), lift 0-15 pounds, and carry 0-15 pounds, power grasp, and push-pull. Employee will constantly use hand and arm, grasp, fine manipulate, reach (above shoulder), and reach (below shoulder).</p> <p>Transplanting tractor operator will safely drive a tractor with an attached transplanting base up and down the Furrows and around the field at a slow pace allowing the crew on the base to feed the carousel cups the vegetable transplants. Operator will assist the crew to load trays of plants from a plant trailer to each side of tractor into the plant racks located on the tractor. Operator conduct Pre-Inspection of Tractor and Base at the start of shift; report any observed mechanical problems on tractor or Base to the Supervisor, and document on inspection form. When workday is complete park tractor and base at a safe location for truck drivers to pick up and deliver to another field. Abide by operating rules for tractor drivers.</p> <p>Transplanting Crew leader will arrive to the work site with the crew, keep accurate records of employee's hours of work, Ranch and Plot, commodity plantings. Complete the planting of the field in a timely manner, report all issues or concerns to the supervisor. Provide the necessary materials to personnel in the transplanting machine and base. Conducts Pre-Inspection of tractor and base machine at the start of shift; reports any observed mechanical problems on machine to the Supervisor, and documents on inspection form Machine will be transferred to assigned location for the start of the shift; prepare necessary amount of material needed for the day (i.e. trays of vegetable plants). When working or moving machine always be observant of safety hazards, obstacles and surroundings.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

k. Job Offer Information 11

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Offered Wage Information
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Offered Wage: Workers will be guaranteed not less than the higher of the AEWR in effect at the time work is performed, the prevailing hourly wage or piece rate, the agreed upon collective bargaining wage, or the Federal or State minimum wage for all hours worked. Employer will guarantee the required wage for work performed in California (\$18.65 per hour). Higher or different wage rates may apply during contract period based on market conditions and/or job/crop activity, but no less than the required wage rate. Employer assures that the required wage rate will be paid during the entire period of the work contract and at the time that work is performed. Employer guarantees that if the piece rate results in an average hourly wage rate below the required wage, the employer will pay workers no less than the required hourly wage. If the prevailing wage (hourly or piece rate) increases during the contract period, the employer will pay any higher rate after written notice is received from the Department of Labor. Notice can be in the form of a written letter or publication in the Federal Register. If the worker is paid on a piece rate or group incentive basis and at the end of the pay period the group incentive 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, (i) The worker's pay must be supplemented 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. Group Incentive Rate: Employer guarantees the above hourly rates. Workers in crews in which the crew's daily production exceeds the guaranteed hourly rate will be eligible to earn a higher group incentive hourly rate for that day's work. The group incentive hourly rate is determined daily based upon the total number of cartons of each commodity or type of pack packed by the crew that day, the rate associated with the commodity and/or pack, which is determined at the sole discretion of the Company, and the number of hours worked by the crew that day. If the incentive rate earned by the crew exceeds the guaranteed minimum hourly rate, the group incentive rate will be paid to each member of the crew for that day's work in lieu of the guaranteed hourly rate at the normal payday. The information pertaining to the group incentive rate for each applicable day will be delineated on the worker's pay stub. Worker's time and the total number of units produced in a workday are recorded by the foreperson. The payroll office then verifies the foreperson's count with the load reports turned into receiving at the cooler. If those numbers match then payroll proceeds to calculate that day's pay for the worker. Workers paid at the below group incentive rates will be guaranteed not less than the higher of the AEWR in effect at the time work is performed, the prevailing hourly wage or piece rate, the agreed upon collective bargaining wage, or the Federal or State minimum wage for all hours worked. The vegetable commodities in Addendum A are group incentive rates, not piece rates. The strawberry incentive rates are piece rates.</p>			

l. Job Offer Information 12

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Offered Wage Information Part II
<p>3. Details of Material Term or Condition (up to 3,500 characters) * The estimated hourly equivalent of the piece rate and group incentive rate varies daily and depends on commodity and crop conditions. We estimate that, for Celery, the hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.66 or higher, depending on harvest production and commodity. We estimate that, for commodities other than Celery, the hourly equivalent when paid a piece rate or group incentive rate is at a minimum of \$18.66/hour and up to \$20.65 or higher, depending on harvest production and commodity. Therefore, the hourly wage equivalent for vegetable commodities is for an estimated 17-20 boxes (in the dimensions listed below) harvested per hour per person, depending on group production. The hourly wage equivalent for strawberry commodities is for an estimated 8-10 crates (in the dimensions listed below) harvested per hour per person. The estimation of crates harvested per hour varies depending on harvest and weather conditions. The size of the box and crates for each of the piece rate and group incentive rate commodities is listed below. Commodity dimensions are as follows: Brussels Sprouts 24x2 Grd 1 Bonipak PECO, Gross Weight:30.5, Depth:15.75, Height: 9.5, Weight:11.5. Brussels Sprouts 24x2 Logo Bagged Bonipak PECO, Gross Weight:30.5, Depth:15.75, Height: 9.5, Weight:11.5. Brussels Sprouts Jumbo 25# Loose Grd 1 Bonipak, Gross Weight:42.3, Depth:19.81, Height: 10.19, Weight:11.31. Brussels Sprouts Large 25# Loose Grd 1 Bonipak, Gross Weight:41.3, Depth:19.81, Height: 10.19, Weight:11.31. Brussels Sprouts Large 25# Loose Grd 1 Bonipak PECO, Gross Weight:41.7, Depth:19.81, Height: 10.19, Weight:11.31. Brussels Sprouts Loose Grd 1 Bonipak, Gross Weight:32.5, Depth:19.81, Height: 10.19, Weight:11.31. Brussels Sprouts Loose Grd 1 Bonipak PECO, Gross Weight:32.5, Depth:19.81, Height: 10.09, Weight:11.31. Brussels Sprouts Loose Grd 1 Select, Gross Weight:32.5, Depth:19.81, Height: 10.09, Weight:10.09. Brussels Sprouts Loose Grd PRE Bonipak, Gross Weight:32.5, Depth:19.81, Height: 10.19, Weight:11.31.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

m. Job Offer Information 13

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Commodity Dimensions
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p><small>Brussels Sprouts Small 25# Loose Grd 1 Bonipak PECO, Gross Weight:28.3, Depth:19.81, Height: 10.19, Weight:11.31.</small></p> <p><small>Brussels Sprouts Small 25# Loose Grd 1 Bonipak PECO, Gross Weight:41.7, Depth:19.81, Height: 10.19, Weight:11.31.</small></p> <p><small>Celery 2.5 Grd 1 Bonipak, Gross Weight:53.4, Depth:19.06, Height: 14.56, Weight:10.81.</small></p> <p><small>Celery 3 Grd 1 Bonipak, Gross Weight:53.4, Depth:19.06, Height: 14.56, Weight:10.81.</small></p> <p><small>Celery 18 Blue Band Signature Farms ECORR PECO, Gross Weight:40.6, Depth:19.75, Height: 14.5, Weight:9.25.</small></p> <p><small>Celery 2 Grd 1 Bonipak, Gross Weight:53.4, Depth:19.06, Height: 14.56, Weight:10.81.</small></p> <p><small>Celery 2.5 BLUE BAND Grd 1 Bonipak PECO, Gross Weight:54, Depth:19.06, Height: 14.56, Weight:10.81.</small></p> <p><small>Celery 2.5 Blue Band Signature Farms Bonipak PECO, Gross Weight:53.4, Depth:19.06, Height: 14.56, Weight:10.81.</small></p> <p><small>Celery 2.5 Grd 1 Bonipak PECO, Gross Weight:54, Depth:19.06, Height: 14.56, Weight:10.81.</small></p> <p><small>Celery 2.5 Grd 1 Bonipak Waxless PECO, Gross Weight:53.4, Depth:19.06, Height: 14.56, Weight:10.81.</small></p> <p><small>Celery 24 Blue Band Signature Farms ECORR PECO, Gross Weight:42.6, Depth:19.75, Height: 14.5, Weight:9.25.</small></p> <p><small>Celery 24 Grd 1 IFCO Tray PECO, Gross Weight:56.9, Depth:23.6, Height: 10.6, Weight:15.8.</small></p> <p><small>Celery 30 Grd 1 IFCO Tray PECO, Gross Weight:57.2, Depth:23.6, Height: 11.5, Weight:15.8.</small></p> <p><small>Celery Half Sleeved 24 Grd 1 ECORR Bonipak PECO, Gross Weight:42.6, Depth:19.75, Height: 14.5, Weight:9.25.</small></p> <p><small>Celery Half-Sleeved 2.5 Grd 1 Bonipak, Gross Weight:53.4, Depth:19.06, Height: 14.56, Weight:10.81.</small></p> <p><small>Celery Sleeved Logo 2 Grd 1 Bonipak, Gross Weight:53.4, Depth:19.06, Height: 14.56, Weight:10.81.</small></p> <p><small>Celery Sleeved Logo 2 Grd 1 Bonipak IFCO PECO, Gross Weight:56.9, Depth:23.6, Height: 10.6, Weight:15.8.</small></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 - Additional Commodity Dimensions
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p><small>Celery Heart Slv Logo 22 Grd 1 Bonipak PECO, Gross Weight:31, Depth:19.5, Height: 8.75, Weight:12.88.</small></p> <p><small>Celery Heart Slv Logo 22 Grd 1 IFCO Tray PECO, Gross Weight:40.5, Depth:23.6, Height: 8.3, Weight:15.8.</small></p> <p><small>Cilantro 30 Grd 1 Bonipak, Gross Weight:25, Depth:19.5, Height: 8.5, Weight:11.25.</small></p> <p><small>Cilantro 60 Grd 1 Bonipak PECO Tagged, Gross Weight:30.8, Depth:19.5, Height: 10.63, Weight:11.25.</small></p> <p><small>Cilantro 60 Grd 1 HE Bonipak, Gross Weight:30.8, Depth:19.5, Height: 10.63, Weight:11.25.</small></p> <p><small>Cilantro 60 Grd 1 IFCO Tray PECO Tagged, Gross Weight:19.5, Depth:23.6, Height: 8.3, Weight:15.8.</small></p> <p><small>Green Leaf 18 Grd 1 IFCO Tray PECO Tagged, Gross Weight:22, Depth:23.6, Height: 11.5, Weight:15.8.</small></p> <p><small>Green Leaf 18 Jumbo Grd 1 Bonipak PECO, Gross Weight:19, Depth:19.88, Height: 14.63, Weight:13.25.</small></p> <p><small>Green Leaf Climapak 24 Grd 1 Bonipak, Gross Weight:23, Depth:19.88, Height: 14.63, Weight:13.25.</small></p> <p><small>Green Leaf Climapak 24 Grd 1 Bonipak PECO, Gross Weight:23.4, Depth:19.88, Height: 14.63, Weight:13.25.</small></p> <p><small>Green Leaf Sleeved Logo 18 Grd 1 Bonipak PECO, Gross Weight:19, Depth:19.88, Height: 14.63, Weight:13.25.</small></p> <p><small>Green Leaf Sleeved Logo 18 Grd 1 IFCO Tray PECO, Gross Weight:22.2, Depth:23.6, Height: 11.5, Weight:15.8.</small></p> <p><small>Italian Parsley 12 Grd 1 IFCO Tray PECO Tagged, Gross Weight:7.4, Depth:23.6, Height: 5.8, Weight:15.8.</small></p> <p><small>Italian Parsley 15 Grd 1 IFCO Tray PECO, Gross Weight:8.4, Depth:23.6, Height: 5.8, Weight:15.8.</small></p> <p><small>Italian Parsley 15 Grd 1 IFCO Tray PECO Tagged, Gross Weight:8.4, Depth:23.6, Height: 5.8, Weight:15.8.</small></p> <p><small>Italian Parsley 16 Grd 1 IFCO Tray PECO, Gross Weight:8.6, Depth:23.6, Height: 7.2, Weight:15.8.</small></p> <p><small>Italian Parsley 30 Grd 1 Bonipak, Gross Weight:24.6, Depth:19.5, Height: 8.5, Weight:11.25.</small></p>			

For Public Burden Statement, see the Instructions for Form ETA-790/790A.



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H. Additional Material Terms and Conditions of the Job Offer

o. Job Offer Information 15

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Commodity Dimensions
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Lettuce Clear 24 INS Grd 1 Bonipak PECO, Gross Weight:48, Depth:23.19, Height:10.25, Weight:15.19. Lettuce Clear 30 Grd PRE Bonipak, Gross Weight:0, Depth:23.19, Height: 10.25, Weight:15.19. Lettuce Clear 30 Grd PRE Bonipak PECO, Gross Weight:48, Depth:23.19, Height: 10.25, Weight:15.19. Lettuce Jumbo Clear 24 Grd 1 Bonipak, Gross Weight:0, Depth:23.31, Height: 12, Weight:15.31. Lettuce Jumbo Clear 24 Grd 1 Bonipak PECO, Gross Weight:54, Depth:23.31, Height: 12, Weight:15.31. Lettuce Liner 24 Grd 1 Bonipak, Gross Weight:47, Depth:23.19, Height: 10.25, Weight:15.19. Lettuce Logo 24 Grd 1 Bonipak, Gross Weight:47, Depth:23.19, Height: 10.25, Weight:15.19. Lettuce Naked 24 Grd 1 Bonipak, Gross Weight:47, Depth:23.19, Height: 10.25, Weight:15.19. Celery 2.5 Grd ORG Bonipak, Gross Weight:53.4, Depth:19.06, Height: 14.56, Weight:10.81. Celery 2.5 Grd ORG Bonipak PECO, Gross Weight:54, Depth:19.06, Height: 14.56, Weight:10.81. Celery Sleeved 15 Grd ORG Bonipak IFCO PECO, Gross Weight:27.1, Depth:23.6, Height: 7.2, Weight:15.8. Celery Sleeved 15 Grd ORG Marketside IFCO PECO, Gross Weight:27.1, Depth:23.6, Height: 7.2, Weight:15.8. Celery Sleeved Logo 2 Grd ORG ECORR Bonipak PECO, Gross Weight:52.6, Depth:19.75, Height: 14.5, Weight:9.25. Celery Sleeved Logo 2.5 Grd ORG Bonipak, Gross Weight:54, Depth:19.06, Height: 14.56, Weight:10.81. Celery Sleeved Logo 2.5 Grd ORG Bonipak PECO, Gross Weight:54, Depth:19.06, Height: 14.56, Weight:10.81. Celery Stalk Grd ORG Sure Fresh Bin, Gross Weight:n/a, Depth:n/a, Height: n/a, Weight:n/a. Celery Heart Sleeved Logo 1.5 Grd ORG "O" PECO, Gross Weight:30.9, Depth:14.69, Height: 9, Weight:11.06.</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 - Additional Commodity Dimensions
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Parsley 30 Grd PRE Bonipak PECO, Gross Weight:24.6, Depth:19.5, Height: 8.5, Weight:11.25. Parsley 60 Grd 1 Bonipak, Gross Weight:30, Depth:19.5, Height: 10.63, Weight:11.25. Parsley 60 Grd 1 IFCO Tray PECO, Gross Weight:32, Depth:23.6, Height: 11.5, Weight:15.8. Red Leaf 24 Grd 1 Bonipak, Gross Weight:23, Depth:19.88, Height: 14.63, Weight:13.25. Red Leaf 18 Grd 1 IFCO Tray PECO, Gross Weight:22, Depth:23.6, Height: 11.5, Weight:15.8. Red Leaf 18 Grd 1 IFCO Tray PECO Tagged, Gross Weight:22, Depth:23.6, Height: 11.5, Weight:15.8. Red Leaf 18 Jumbo Grd 1 Bonipak PECO, Gross Weight:19, Depth:19.88, Height: 14.63, Weight:13.25. Red Leaf Climapak 24 Grd 1 Bonipak, Gross Weight:23.1, Depth:19.88, Height: 14.63, Weight:13.25. Red Leaf Climapak 24 Grd 1 Bonipak PECO, Gross Weight:23.5, Depth:19.88, Height: 14.63, Weight:13.25. Romaine 50# Grd 1 Bonipak, Gross Weight:57, Depth:23.31, Height: 14, Weight:19.56. Romaine 15 Grd 1 IFCO PECO Tagged, Gross Weight:25, Depth:23.6, Height: 11.5, Weight:15.8. Romaine 24 Grd 1 Bonipak, Gross Weight:35, Depth:23.25, Height: 11.88, Weight:15.38. Romaine Climapak 18 Jumbo Grd 1 Bonipak PECO, Gross Weight:28, Depth:23.25, Height: 11.88, Weight:15.38. Romaine Climapak 24 Grd 1 Bonipak, Gross Weight:35.3, Depth:23.25, Height: 11.88, Weight:15.38. Romaine Climapak 24 Grd Bonipak PECO, Gross Weight:35.9, Depth:23.25, Height: 11.88, Weight:15.38. Romaine Sleeved 18 Grd 1 Bonipak, Gross Weight:27, Depth:23.25, Height: 11.88, Weight:15.38. Romaine Sleeved 18 Grd 1 Bonipak IFCO PECO, Gross Weight:28, Depth:23.6, Height: 11.5, Weight:15.8.</p>			

For Public Burden Statement, see the Instructions for Form ETA-790/790A.



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H. Additional Material Terms and Conditions of the Job Offer

q. Job Offer Information 17

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Commodity Dimensions
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Romaine Hearts 7x6 Grd 1 Ahold No Date PECO, Gross Weight:29, Depth:23.19, Height: 10.75, Weight:15.56.</p> <p>Romaine Hearts 7x6 Grd 1 Bonipak, Gross Weight:28.625, Depth:23.1875, Height: 15.5625, Weight:10.75.</p> <p>Romaine Hearts 7x6 Grd 1 Signature Farms SBD PECO, Gross Weight:28.625, Depth:23.1875, Height: 15.5625, Weight:10.75.</p> <p>Romaine Hearts Kroger 15x3 Grd 1 Bonipak PECO SBD, Gross Weight:34, Depth:23.62, Height: 11.26, Weight:15.75.</p> <p>Romaine Hearts Kroger 15x3 Grd 1 TOSCA PECO SBD, Gross Weight:34, Depth:23.62, Height: 11.26, Weight:15.75.</p> <p>Romaine Loose Hearts 48 CT Grd 1 Bonipak FS, Gross Weight:29, Depth:19.75, Height: 9.88, Weight:15.5.</p> <p>Spinach 24 Grd 1 IFCO Tray PECO Tagged, Gross Weight:20, Depth:23.6, Height: 10.6, Weight:15.8.</p> <p>Spinach Rootless 24 Grd 1 Bonipak, Gross Weight:17.9, Depth:19.5, Height: 11.75, Weight:12.88.</p> <p>Spinach Rootless 24 Grd 1 Bonipak PECO, Gross Weight:18.3, Depth:19.5, Height: 11.75, Weight:12.88.</p>			

r. Job Offer Information 18

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Overtime Wage Information
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Overtime: The Employer abides by California Wage Order 14. The overtime rate will be paid at 1.5 times the AEW (\$18.65) at \$27.98 and \$37.30 for double time: i.e. double the employee's regular rate of pay for all hours worked over eight (8) on the seventh (7th) day of consecutive work in the workweek.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

s. Job Offer Information 19

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - COVID19 Precautions
3. Details of Material Term or Condition (up to 3,500 characters) * COVID-19 PRECAUTIONS: To the extent consistent: All federal, state and local COVID 19 requirements and guidelines will be implemented and strictly followed, including but not limited to the CDC, OSHA, EEOC guidelines. Moreover, all company COVID 19 policies are subject to change based on federal, state, and/or local requirements and guidelines. Any employee violating these measures will be subject to disciplinary action up to and including termination. Housing: Isolation/self-quarantine housing will be available on or off-site. Alternative emergency housing may be coordinated through the county's emergency services at the time of need if on/off site isolation/quarantine housing is filled to capacity. There will be no charge for any alternative COVID 19 housing and meals will be brought to the self-quarantined employee three times per day, seven days per week. COVID-19 vaccines and testing may be required at the Employer's expense. If not required by the Employer, employees will not be compensated for time spent testing or obtaining a vaccination. COVID-19 vaccinations may be mandated by the U.S. government (not by the employer), with some exceptions, prior to entry into the United States. Such vaccines must be CDC-approved (FDA/WHO) and full vaccinations may be required. Vaccination mandates are subject to change by U.S. government action. COVID-19 Testing: Employer abides by California ETS effective May 2022 to be revised in January 2023.			

t. Job Offer Information 20

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - ARRIVAL/DEPARTURE RECORDS:
3. Details of Material Term or Condition (up to 3,500 characters) * Employees permit the employer and/or employer's agents to access electronically-issued Arrival/Departure Records (Form I-94) issued by the Customs and Border Protections.			

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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H. Additional Material Terms and Conditions of the Job Offer

u. Job Offer Information 21

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	LaborPeaceCompactunderLaborCodeSection 1156.35:
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Effective January 1, 2023, the employer is bound by the labor peace election choice of the agricultural employer for whom it performs work.			

v. Job Offer Information 22

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Payday and Workers Compensation
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * <small>Payday: Workers will be paid on a weekly basis by check. Payday is Thursday of the week following the end of the payroll period.</small>			
<small>Worker's Compensation: All employees are covered by workers' compensation insurance in accordance with California law. This insurance covers injury or disease out of and in the course of the workers employment. Employer assures that its workers' compensation policy will remain valid throughout the contract period.</small>			
<small>Liability insurance for the Employer will be provided by RISI dba Pan American Insurance Services located at 2529 Professional Parkway, Suite B, Santa Maria CA 93455. Policy number: RWC5000468-07, which is effective from February 2, 2022 until February 1, 2023, and will be timely renewed for the duration of the contract period.</small>			
<small>Workers Compensation: XL Insurance America, Inc.</small>			
<small>Name and address of policyholder: Alco Harvesting LLC 1850 W Stowell Road Santa Maria, CA 93458</small>			
<small>Person(s) and phone number(s) of person(s) to be notified to file claim: Jeremy MacKenzie, VP of Operations Phone (805) 357-5351</small>			

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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H. Additional Material Terms and Conditions of the Job Offer

w. Job Offer Information 23

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Training and Production Standards														
<p>3. Details of Material Term or Condition (up to 3,500 characters) * <small>TRAINING: Training will be provided for 3 days from each worker's initial date of employment. Workers will be allowed 5 days from the initial date of employment to reach the production standards of the activity.</small></p> <p><small>PRODUCTION STANDARDS: Because the average picking rate of a worker varies throughout the season based on weather, fruit/vegetable quantity, size, and variety, and other factors, there is no constant minimum number of cartons or totes that are required to be picked throughout the season. However, the employer has determined to the best of its ability the following minimum production standard:</small></p> <table style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="text-align: left; border-bottom: 1px solid black;">Commodity</th> <th style="text-align: left; border-bottom: 1px solid black;">Production Standard</th> </tr> </thead> <tbody> <tr> <td>Romaine Hearts</td> <td>6 - 8 Cartons</td> </tr> <tr> <td>Romaine/Mix</td> <td>9 - 13.5 Cartons</td> </tr> <tr> <td>Celery</td> <td>5 - 8.6 Cartons</td> </tr> <tr> <td>Iceberg</td> <td>6 - 8 Cartons</td> </tr> <tr> <td>Cilantro</td> <td>8 Cartons</td> </tr> <tr> <td>Strawberries</td> <td>4.5 crates</td> </tr> </tbody> </table> <p><small>Therefore, workers will be expected to keep up with the pace of the crew which is determined by comparing a worker's hourly productivity to other workers assigned to the same commodity, crop variety, field site and location within a field site and at the time that work is performed. Employer will review workers' productivity at the end of a given pay period and not on a daily basis. If workers fail to keep up with the average minimum standard as defined above, workers may be offered alternate work, if available, or, after notice, workers may be terminated for cause.</small></p>				Commodity	Production Standard	Romaine Hearts	6 - 8 Cartons	Romaine/Mix	9 - 13.5 Cartons	Celery	5 - 8.6 Cartons	Iceberg	6 - 8 Cartons	Cilantro	8 Cartons	Strawberries	4.5 crates
Commodity	Production Standard																
Romaine Hearts	6 - 8 Cartons																
Romaine/Mix	9 - 13.5 Cartons																
Celery	5 - 8.6 Cartons																
Iceberg	6 - 8 Cartons																
Cilantro	8 Cartons																
Strawberries	4.5 crates																

x. Job Offer Information 24

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - TERMINATIONS
<p>3. Details of Material Term or Condition (up to 3,500 characters) * The employer may terminate the worker if the worker: (a) refuses without justified cause to perform work for which the worker was recruited and hired; (b) commits serious acts of misconduct; (c) fails, after completing any training or break-in period, to reach productions standards when production standards are applicable; or (d) violation of company policies.</p> <p>All employees must respect and follow company policies, including but not limited to Rules of Housing, and including any new or changed policies which may be communicated during the course of the season. Employees must work in a safe manner and adhere to all safety training provided by the company. Employees must follow the directions of their supervisors regarding work efficiency and quality—the packs produced by the crews must adhere to the quality standards of the shipper for which they are harvesting.</p>			

For Public Burden Statement, see the Instructions for Form ETA-790/790A.



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H. Additional Material Terms and Conditions of the Job Offer

y. Job Offer Information 25

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Anticipated Work Hours
<p>3. Details of Material Term or Condition (up to 3,500 characters) * The normal work week is 7 hours per day, Monday through Friday (35 hours per week). Workers may be requested to work on Saturdays, Sundays or Federal Holidays depending on the conditions of the fields, weather, and maturity of the crop. Overtime may be requested. The Employer abides by California Wage Order 14. The employer will abide by the seventh (7) day of rest rules. Employer will abide by the double time rules of Wage Order 14. (i.e. Agricultural employees are generally entitled to time and one-half pay for the first eight hours worked on the seventh consecutive day of work, and double-time pay for all work performed in excess of eight hours on the seventh consecutive day of work.</p> <p>The work day start and end times vary by crew and based on weather (i.e. rain, ice). Workers may start as early as 7 a.m. and end at 2:30 p.m. and others may start earlier or later. The normal workday of 7 hours per day Monday through Friday, with end times changing based on start times. An unpaid lunch break of 30 minutes and two paid 10-minute work breaks are provided. On work days of less than 5 hours no lunch break will be provided, and one paid 10-minute work break will be provided. The second ten minute break is only provided on work days of 6 hours or more. Workers must refrain from performing any work during scheduled rest breaks and for the full period of the scheduled lunch break. Workers will be assigned a specific work schedule at the sole discretion of the employer. Work schedule assignments may be changed at the sole discretion of the employer.</p> <p>The work described in this Clearance Order is regular, full time work requiring all workers to be available for work on a daily basis. This is not "day work". Tardiness and/or unexcused absences will not be tolerated and will result in disciplinary action as set forth in the employer's employment policies.</p> <p>All workers not occupying employer-provided housing must provide the employer with contact information before the worker commences employment. This contact information will be used to notify the worker not to report to work due to inclement weather or when work is not available, to notify the worker of any change in the worker's daily work schedule, or for any other reason.</p> <p>Employees may experience a temporary reduction in work and/or a temporary work stoppage due to the natural agricultural cycle.</p>			

z. Job Offer Information 26

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - REQUIRED DEPARTURE:
<p>3. Details of Material Term or Condition (up to 3,500 characters) * H-2A workers must depart the United States at the completion of the work contract period. H-2A workers must also depart the U.S. immediately, upon termination of employment, either voluntarily or the involuntarily. If registration upon departure is required, employer will notify such H-2A workers of required departure registration and the place and manner of such registration.</p>			

For Public Burden Statement, see the Instructions for Form ETA-790/790A.



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H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 27

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation & Subsistence Information
<p>3. Details of Material Term or Condition (up to 3,500 characters) * <small>Inbound: Employees in the H-2A program (U.S. corresponding workers who are unable to return to their permanent place of residence on a daily basis and H-2A workers) are reimbursed for travel and food expenses incurred from the place of recruitment to the final job destination. For H-2A workers, the Employer will provide transportation for the employees (by bus) at no cost. For the employees from Zamora, Mexico, the Employer will pay for airplane ticket to Guadalajara, Mexico and/or Tijuana, Mexico and from Tijuana, the Employer will bring the employees in a bus at, no cost to the workers.</small></p> <p>For workers who complete 50 percent of the work period, the Company will reimburse the worker for costs incurred by the worker for transportation and reasonable subsistence from the place from which the worker has come to work for the Company which is the place of recruitment (for H-2A workers the place of recruitment is Zamora and Tijuana, Mexico).</p> <p>Notwithstanding the language in the preceding paragraph (i.e. reimbursement of inbound transportation and subsistence and visa costs at the 50% mark), the employer will reimburse inbound transportation and subsistence and visa costs before the end of the first week, if required by law. (For example, if employees pay for inbound transportation or subsistence, or any part thereof, if such cost results in a wage during the first work week that is below the required wage, the employer will reimburse the employee for such costs before then end of the first work week.)</p> <p>Outbound: If workers complete the period of employment, the company will provide or pay for the workers transportation and subsistence from the place of employment to the place from which the worker came to work for the Company which is the place of recruitment. For H2A workers, the Employer will arrange a bus back to Tijuana at no cost to the employee. For the Zamora employees, the Employer will pay the workers a cost for the bus ticket and the cost for a plane ticket from Tijuana to Zamora as well as the cost bus fare to their home.</p> <p>If the worker completes the period of employment, the Company will provide or pay for the worker's transportation and subsistence from the place of employment to the place from which the worker came to work for the Company which is the place of recruitment as defined above. 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 "period of employment" shall be the period from the first workday the worker is at the Company's work site and is ready, willing, able and eligible to work, until the ending day of employment, or until the services of the worker are no longer required, whichever comes first.</p> <p>Subsistence for inbound and outbound transportation will be reimbursed at the rate of \$15.46 per day without documentation and of actual expenditures, and at actual cost up to a maximum of \$59.00 per day with documentation of actual expenditures. The amount of reimbursement for transportation shall be the worker's actual cost, but not more than the most economical and reasonable common carrier transportation charges for the distance involved.</p> <p>If the Employer advances inbound/outbound costs to H-2A workers, it will advance such costs to corresponding domestic workers.</p>			

. Job Offer Information 28

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Additional Meal Provision Information
<p>3. Details of Material Term or Condition (up to 3,500 characters) * This deduction will be made for each day the worker is assigned to such housing. No rebate will be made if a worker fails to take advantage of an employer-prepared meal. The employer will deduct for 3 meals a day, seven days a week because it assures that such meals will be provided. Deductions will be made only for meals provided by the employer. The caterer is Romo's Market, 727 Guadalupe Street, Guadalupe, CA 93434. Breakfast and lunch will be served at the worksite and dinner will be served at the housing location. Meals will be transported and kept in coolers until serving.</p> <p>Workers occupying employer-provided housing without kitchen facilities who are absent from work due to reported illness will be provided with instructions about when and how to request their meals during days when any meals are provided at the worksite.</p>			

For Public Burden Statement, see the Instructions for Form ETA-790/790A.



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H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 29

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Additional Housing Information Part I
<p>3. Details of Material Term or Condition (up to 3,500 characters) * <small>The employer will offer housing, bedding (mattresses, blankets, sheets, pillows and pillow cases), storage for personal belongings, and utilities at no cost to workers recruited from beyond normal commuting distances who are unable to return to their place of residence on a daily basis. The Employer assures that all rental and/or public accommodations will meet local, State or Federal Standards.</small></p> <p>Employer-provided housing will be clean and in compliance with applicable housing standards when made available for occupancy and will be maintained in compliance with applicable standards during the period of occupancy. The Employer assures that all rental and/or public accommodations will meet local, State or Federal Standards. Workers occupying employer-provided housing will be responsible for maintaining their living areas in a neat, clean manner and in compliance with the employer's "Housing Complex Rules", a copy of which will be provided upon assignment to housing. Specifically, workers must maintain housing in the same conditions as provided by the employer at the time of initial occupancy (i.e., beds may not be moved closer together, mattresses may not be moved onto the floor).</p> <p>Family housing:</p> <p>As provided by regulation, housing is to be provided to families who request it and only if it is the prevailing practice in the area of intended employment. It is not the practice in Santa Barbara to provide family housing.</p> <p>Workers may be reached at the following address and phone number</p> <p>ADDRESS: ALCO HARVESTING 1850 W STOWELL RD SANTA MARIA, CA 93458</p>			

. Job Offer Information 30

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Additional Housing Information Part II
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>The Company assumes no responsibility whatsoever for housing arranged by workers on their own. The employer will not provide a housing allowance or assistance to workers eligible for employer-provided housing who elect to provide their own housing. Workers who elect to provide their own housing will not be offered daily transportation to and from the worksite and/or transportation to and from shopping facilities, from their housing location. Workers who elect to provide their own housing will not be offered or provided transportation from their elected housing to pre-designated pick-up points (i.e., workers will not be picked up at their elected housing by the employer). Such workers may decide to provide their own transportation to and from the worksite. They may also decide to provide their own transportation to and from their own housing to the pre-designated pick-up points in order to ride free bus transportation to and from the pre-designated pick-up points to the fields where they will be working.</p> <p>Housing is offered to workers only. No housing will be provided to non-workers. Female workers will be offered housing with bedroom and bathroom facilities shared only with other female workers. Common areas of the housing may be shared with male workers.</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 time. Workers housed under the terms of this Clearance Order shall vacate the housing promptly upon termination of employment.</p> <p>Reasonable repair costs of damage other than that cause by normal wear and tear will be deducted from the earnings of workers found to have been responsible for willful or negligent damage to housing or furnishings. The employer will not make any deduction from the wage or require any reimbursement from an employee for any cash shortage, breakage, or loss of equipment, unless it can be shown that such shortage, breakage, or loss is caused by a dishonest or willful act, or by the gross negligence of the employee.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 31

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Additional Daily Transportation Information
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>The use of this transportation is voluntary. No worker will be required, as a condition of employment, to utilize any of transportation offered by the Company. Such voluntary transportation will include buses and will be in accordance with applicable laws and regulations. Workers are free to provide their own transportation to and from the daily work site.</p> <p>The employer-owned or -rented vehicles that will be used daily are: 15 44-seat bus and 1 15 searter van. Total capacity: 675. Workers are picked up at the housing location and designated pick-up locations and transported to the worksite. At the end of the workday the workers are transported from the worksite to the housing location. The pick-up and drop-off schedule varies based on work start and end times as stated in this job order. Workers are advised in advance of pick-up times.</p>			

. Job Offer Information 32

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Additional Job Requirements Part I
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>Minimum Job Qualifications:</p> <p>1 month of experience in any of the commodities listed. Specific requirements include lifting up to 50 pounds frequently and being able to use hand tools, including cutting knives. Must be able to work under conditions where skin and clothing become heavily soiled with mud, water, grease, etc. Must be able to work outdoors in inclement weather conditions, including rain, cold, high winds, etc. Work involves frequent bending and working in bent or stooped positions. Must be able to walk and stand up extensively. No smoking, alcohol, firearms in the field or residential housing.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 33

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Additional Job Requirements Part II
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Employees must not report for work, enter the worksite, or perform service while under the influence of or having used alcohol or any illegal controlled substance. Employees must not report for work, or perform services, while under the influence of, or impaired by, prescription drugs, medications or other substances that may in any way adversely affect their alertness, coordination, reaction response or safety. The Company may require the worker to submit to a drug/alcohol test, at the employer's expense, upon the occurrence of a reportable accident, or upon reasonable suspicion, or if the employee's name is randomly drawn in conjunction with the Company's Substance Abuse Policy (e.g., for employees in safety sensitive positions such as forklift and tractor drivers).</p> <p>Drug screening is post offer, post hire, can be random, and is at no cost the employees.</p> <p>Dispute Resolution Agreement: A copy of the applicable rules and policies will be provided to each worker on or before the first day of work, which includes a Dispute Resolution Agreement (DRA) outlining procedures to follow in raising concerns to seek their prompt resolution with an option to arbitrate unresolved matters; the DRA will be provided to employees with a copy of the H-2A Contract/Clearance Order. The DRA does not preclude the Employee from filing claims with the America's Job Center of California offices (AJCCs) under the Employment Services Complaint System. Every employee exercising rights under the law or under the DRA is protected from retaliation from any member of the Company's management team (e.g., for filing any administrative claim such as through the AJCCs or pursuing a claim through arbitration, regardless of the outcome).</p>			

. Job Offer Information 34

1. Section/Item Number *	G.1	2. Name of Section or Category of Material Term or Condition *	Referral and Hiring Instructions - Number of Workers
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Alco seeks certification for 533 H-2A workers and 1250 total workers. Of the 1250 total workers, 717 will be local domestic workers who do not require housing.</p>			

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