

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



**A. Job Offer Information**

1. Job Title * <b>Field Workers</b>							
2. Workers Needed *		a. Total	b. H-2A Workers	Period of Intended Employment			
		<b>58</b>	<b>55</b>	3. First Date * <b>3/28/2023</b>		4. Last Date * <b>11/18/2023</b>	
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 *
<b>35</b>	a. Total Hours	<b>7</b>	c. Monday	<b>7</b>	e. Wednesday	<b>7</b>	g. Friday
<b>0</b>	b. Sunday	<b>7</b>	d. Tuesday	<b>7</b>	f. Thursday	<b>0</b>	h. Saturday
							a. <b>5</b> : <b>00</b> <input checked="" type="checkbox"/> AM <input type="checkbox"/> PM
							b. <b>12</b> : <b>30</b> <input type="checkbox"/> AM <input checked="" type="checkbox"/> PM
<b>Temporary Agricultural Services and Wage Offer Information</b>							
8a. Job Duties - Description of the specific services or labor to be performed. * (Please begin response on this form and use Addendum C if additional space is needed.)							
See Addendum C							
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information \$	
<b>\$ 18 .65</b>		<input checked="" type="checkbox"/> HOUR <input type="checkbox"/> MONTH		<b>\$ _____</b>			
9. Is a completed <b>Addendum A</b> providing additional information on the crops or agricultural activities to be performed and wage offers attached to this job offer? *							<input type="checkbox"/> Yes <input checked="" 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? *	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
5b. If "Yes" to question 5a, enter the number of employees worker will supervise. §	
6. Additional Information Regarding Job Qualifications/Requirements. *	
(Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter " <b>NONE</b> " below)	
See Addendum C	

**C. Place of Employment Information**

1. Place of Employment Address/Location *			
US-101 & Underwood Road			
2. City *	3. State *	4. Postal Code *	5. County *
King City	California	93930	Monterey
6. Additional Place of Employment Information. (If no additional information, enter " <b>NONE</b> " below) *			
Work will take place in various fields in and around Monterey County, California, which consists of one area of intended employment as defined in 20 CFR §655.103(b). Specifically, the work will be completed at the following locations which are owned or operated by TLC Custom Farming Company, LLC.			
Contact Laura De La Cruz by telephone at (928) 920-0948			
7. Is a completed <b>Addendum B</b> providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A

**D. Housing Information**

1. Housing Address/Location *			
705 Broadway Street			
2. City *	3. State *	4. Postal Code *	5. County *
King City	California	93930	Monterey
6. Type of Housing (check only one) *		7. Total Units *	8. Total Occupancy *
<input type="checkbox"/> Employer-provided (including mobile or range) <input checked="" type="checkbox"/> Rental or public		19	55
9. Identify the entity that determined the housing met all applicable standards: *			
<input checked="" type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other (specify): _____			
10. Additional Housing Information. (If no additional information, enter " <b>NONE</b> " below) *			
19 hotel rooms to accommodate 55 workers. TLC Custom Farming will be provided with 19 fully functional rooms to accommodate workers. Each worker will have their own bed. Coin-operated is available onsite at no cost to workers. Meals will be provided by El Huarache King catering.			
11. Is a completed <b>Addendum B</b> providing additional information on housing that will be provided to workers attached to this job order? *			<input type="checkbox"/> Yes <input checked="" 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 by El Huarache King catering (point of contact Eduardo Emiliano Sanchez Mondragon (831) 261-8312). A deduction of \$15.46 per day (or higher when the Department of Labor publishes the new maximum meal deduction rate, or the Department of Labor approves a higher meal charge) for employer-prepared or provided meals will be made from the paychecks of all workers occupying employer-provided housing. The employer will provide 3 meals per day. Mealtimes may vary by the needs of the employee's work schedules.

See Addendum C.

2. The employer: \*

☐ **WILL NOT** charge workers for meals.

☒ **WILL** charge each worker for meals at **\$ 15 . 46** 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.)

See Addendum C

2. Describe the terms and arrangements for providing workers with transportation (a) to the place of employment (i.e., inbound) and (b) from the place of employment (i.e., outbound). \*

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

The following provisions pertaining to provision or reimbursement for inbound and return transportation and subsistence apply only to persons recruited from outside normal commuting distance.

See Addendum C.

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	<b>\$ 15 . 46</b>	per day *
b. no more than	<b>\$ 59 . 00</b>	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 (928) 920-0948

3. Extension §  
N/A

4. Email Address to Apply \*  
ldelacruz@tlcfarming.net

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? \*

☒ Yes ☐ No

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

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

- 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 655.122(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)(3)(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 * Dempsey	2. First (given) name * Tim	3. Middle initial §
4. Title * Chief Executive Officer		

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5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 2/9/2023
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For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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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 §
TLC Custom Farming Company, LLC	Balemi Ranch: Fort Romie Road & Colony Road Soledad, California 93960 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Barloggi Ranch: Fort Romie Road Soledad, California 93960 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Barrett Ranch: Corda Road & Alta Road Chualar, California 93908 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Bingaman Ranch: US-101 South & Susan Ln Greenfield, California 93927 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Binsacca Ranch: Arroyo Seco Road & Fort Romie Road Soledad, California 93960 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Blair Ranch + Blair: US-101 & Doud Road Soledad, California 93960 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Bloomquist Ranch: US-101 & Tavernetti Road Gonzales, California 93926 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Corda Ranch: Corda Road & Alta Road Gonzales, California 93926 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Cox Ranch: US-101 south & Susan Ln Greenfield, California 93928 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Elmer Ranch: Arroyo Seco Road & Paraiso Spring Road Soledad, California 93960 MONTEREY		3/28/2023	11/18/2023	55

**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 §
TLC Custom Farming Company, LLC	Giacomazzi Ranch: Elm Ave & First Street Greenfield, California 93927 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Home Ranch: Oak Ave & Espinosa Road Greenfield, California 93927 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Home Ranch: Elm Ave & Espinoza Rd Greenfield, California 93927 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Home Ranch: Pine St & 2nd Street Greenfield, California 93927 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Home Ranch: US-101 South & Arroyo Seco Road Soledad, California 93960 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Home Ranch: Esperanza Road Chualar, California 93908 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Home Ranch: Arroyo Seco Road & Paraiso Spring Road Soledad, California 93960 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Jim Guidotti Ranch: Arroyo Seco Road & Paraiso Spring Road Soledad, California 93960 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Johnson Ranch: Arroyo Seco Road & Paraiso Spring Road Soledad, California 93960 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Kantro Ranch: Old Stage North & Iverson Road Gonzales, California 93926 MONTEREY		3/28/2023	11/18/2023	55

**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 §
TLC Custom Farming Company, LLC	Lanini Ranch: US-101 north & Gloria Road Gonzales, California 93926 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Lanini Ranch: Fort Romie Road Soledad, California 93960 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Lindstrand Ranch: Fort Romie Road & Private Road #2 Soledad, California 93960 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Los Coches: US-101 South & Arroyo Seco Road Soledad, California 93960 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Matias Ranch: Metz Road & Topo Road Greenfield, California 93960 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	McClaskey Ranch: Fort Romie Road & Colony Road Soledad, California 93960 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Nelson Ranch: Fort Romie Road & Private Road #2 Soledad, California 93960 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Nissen Ranch: River Road South Gonzales, California 93926 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Norman Ranch: US-101 South Greenfield, California 93927 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Pasque Ranch: US-101 South & Lagomarsino Ave Greenfield, California 93927 MONTEREY		3/28/2023	11/18/2023	55

**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 §
TLC Custom Farming Company, LLC	Pedrazzi Ranch: Carr Dr - North & Corda Road Gonzales, California 93926 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Pura Ranch: Corda Rd - North Gonzales, California 93926 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Pura/Wiley Ranch: Pine St & 2nd Street Greenfield, California 93927 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Ranch 1: US-101 South & Susan Ln Greenfield, California 93927 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Ranch 1: Thorne Road Greenfield, California 93927 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Ranch 2: Thorne Road Greenfield, California 93927 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Roddick Ranch: Fort Romie Road & Mission Road Soledad, California 93961 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Salmina Ranch: Fort Romie Road Soledad, California 93960 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Sharpe Ranch: US-101 & Tavernetti Road Gonzales, California 93926 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Silliman Ranch: Fort Romie Road Soledad, California 93960 MONTEREY		3/28/2023	11/18/2023	55

**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 §
TLC Custom Farming Company, LLC	Thorne Ranch #1: Thorne Road Greenfield, California 93927 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Turri Ranch: Old Stage Road & Broome Road Chualar, California 93908 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Twissleman Ranch : 57540 Cattleman Road San Ardo, California 93450 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Vaughan Ranch: Arroyo Seco Road & Fort Romie Road Soledad, California 93960 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Vineyard Ranch: Old Stage & Chualar Canyon Road Chualar, California 93908 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Walters Ranch: Old Stage & Encinal Road Chualar, California 93908 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Waters Ranch: Old Stage & Esperanza Road Chualar, California 93908 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Zanetta Ranch: Elm Ave & 3rd Street Greenfield, California 93927 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Sillaci Ranch: Old Stage Rd & Williams Rd Salinas, California 93905 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	G & P Ranch: Metz Road & Rio Road King City , California 97224 MONTEREY		3/28/2023	11/18/2023	55

**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 §
TLC Custom Farming Company, LLC	Duncan Rach: 801 Williams Road Salinas , California 93905 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Redding Ranch: Underwood Road Greenfield, California 93927 MONTEREY		3/28/2023	11/18/2023	55
TLC Custom Farming Company, LLC	Maestri Ranch: Espizona Road Greenfield , California 93960 MONTEREY		3/28/2023	11/18/2023	55

**D. Additional Housing Information**



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

*a. Job Offer Information 1*

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>All work is performed in the field on the farm.</p> <p>Harvest Worker: Employees spot check, sort, stack, fill and load spinach, tender leaf, arugula and spring mix lettuce in the field. Spotting is done by walking in uneven furrows in front of a harvesting platform machine or belt. Under the direction of the field supervisor employees check for any foreign material such as trash and move irrigation pipe from one furrow to another. The harvest machine or belt then cuts produce and transporters it thru a conveyor where employees sort and fill totes and or bins. Once totes, cartons or bins are filled they are pushed on to conveyor belt for loaders to close/cover and stack on the pallet. The cartons or totes for the product are constructed by unfolding and bending the material as designed to form a box. Carton is labeled and marked as required. The process is repeated. The cartons, totes or bins are lifted then stacked onto pallets on the deck of the harvester or trailer. Cartons or totes with product can weigh up to 50 lbs. Empty bins pallets can weigh up to 95 lbs.; a forklift carries the empty bin pallets onto a trailer.</p> <p>Agricultural Equipment Operator: Under the direction of the supervisor, the driver is responsible for supplying the machine with packaging materials; assisting in preparing the harvest machine for immediate field operation or movement to new harvest location. Directing tractor/machine through the field; pulling loaded trailers out. Workers will drive, assist, and operate various farm equipment to perform farm field preparation such as planting, cultivating, fertilizing, farming, and maintaining farms. Will attach and adjust farm implements to tractors such as discs, plows, lasers, rippers, cultivators, listers and planters and will ensure equipment is operating properly at optimum performances. Workers must conduct daily maintenance check prior to operating the tractor/machine/forklift. Monitor and drive tractors safely and efficiently over difficult terrain and must have sufficient knowledge of tractor mechanics to make simple and minor adjustments and repairs to tractors. Workers will be required to understand and operate GPS operating system. Required to have knowledge of driving a tractor, must pass tractor safety training and demonstrate ability to operate tractor in a safe manner.</p> <p>Field Sanitation Work (In the field on the farm): The sanitation worker is responsible for ensuring all harvest equipment is properly cleaned and sanitized daily following standards operating procedures for equipment cleaning. Must be able to read chemical labels or safety data sheets (SDS) to learn how to properly handle chemicals used. Incorporate special or rotational cleaning duties into daily schedules for specialized cleaning or sanitation that might not occur every day. Report any atypical situations in the growing areas to supervisor. This work requires an able bodied person to lift up to 50 lbs., stand, bend, twist, pull, push, reach, climb, overhead work, kneeling, crawling and walking on uneven ground all day, wear clothes and shoes appropriate for working conditions, ability to take instructions and follow them, use safety equipment correctly. Employee, with proper licensing and accepted driving record, may drive the sanitation truck. Required basic knowledge of driving a tractor, forklift and harvesting machines, must pass a tractor, forklift and machine safety training and demonstrate ability to operate the equipment in a safe manner.</p> <p>Hand Cleaning and Weeding (pellizco) Under the direction of the field supervisor, field workers look for weeds around crop and in between product seedlings. The worker manually cleans the lot for any unwanted weed on the beds and seedlings. Work requires bending, kneeling, squatting, repetitive hand and wrist movement and walking on uneven ground all day.</p> <p>See Addendum C.</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
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>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; housing or furnishings (beyond normal wear and tear) caused by the worker (if any) - the employer will not deduct 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>			

**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**

*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 ( <i>up to 3,500 characters</i> ) *			
<p>One month of harvest experience in any of the commodities listed in this job order, Carpool and/or CalVan Driver, field sanitation worker, or agricultural equipment operation is required for all positions. Specific requirements include lifting up to 50 pounds frequently. Workers must stand, sit, crouch, bend, reach, lift and carry items weighing up to 50 pounds in the course of performing required activities. Must have use of both hands and be able to use hand tools. No smoking, illegal drugs, alcohol or weapons of any sort in the housing or working fields. Proficiency in English or Spanish is required for training and safety purposes.</p> <p>See Addendum C.</p>			

*d. Job Offer Information 4*

1. Section/Item Number *	G.1	2. Name of Section or Category of Material Term or Condition *	Referral and Hiring Instructions
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *			
<p>Applicants, Workforce Agency Personnel, Walk-ins, Gate Hires, etc. may call for an interview during normal business hours at the number listed on the ETA 790. Alternately, applicants may report to the farm office or worksite listed on the ETA 790. All referrals from State Workforce Agencies must be sent to the employer in writing by email and must include referral contact name, phone number, and email address if an email address is available.</p> <p>Applicants may contact Laura De La Cruz by telephone at (928) 920-0948 or email at ldelacruz@tlcfarming.net.</p> <p>The days and hours available for telephone are Monday through Friday, 10:00 a.m. to 2:00 p.m. If the applicant calls and the referral contact is unable to answer the phone at that moment, they should leave a voicemail and will receive a call back by the next business day at latest. If calling by phone, applicant will be mailed a job application at the address (physical address or email address) provided by the applicant.</p> <p>Applicants can pick up the job application in-person Tuesday through Friday, 1:00 p.m. to 4:00 p.m. at the application site located at 1514 Moffett Street Suite B, Salinas, CA 93905. Applicants may complete application on-site and leave completed application with the employers representative. After the employer receives the completely filled out job application and reviews it, the applicant will be notified of a phone interview. Telephone or in-person interviews will be at no cost to workers. If applicant is hired, there will be an orientation on the first day of employment that the worker must attend.</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 (the pertinent sections of) 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>			

**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 *	<b>F.1</b>	2. Name of Section or Category of Material Term or Condition *	<b>Daily Transportation</b>
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *			
<p>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. The use of this transportation is voluntary.</p> <p>See Addendum C.</p>			

*f. Job Offer Information 6*

1. Section/Item Number *	<b>E.1</b>	2. Name of Section or Category of Material Term or Condition *	<b>Meal Provision - Additional Housing Information</b>
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *			
<p>The Employer will offer housing, bedding (mattresses, blankets, sheets, pillows, and pillowcases), 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.</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>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>			

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

*g. Job Offer Information 7*

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Additional Meal Information
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * This deduction applies to employees who are offered meals beginning on the first day the worker occupies the employer-provided housing. 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, because it assures that such meals will be provided. Deductions will be made only for meals provided by the employer. The Employer will pay the caterer directly. Depending on the type of meal, meals are delivered in vehicles with refrigeration and warming units to maintain freshness. Lunches are provided at breakfast time at the housing location where they are placed into a cooler or thermos to maintain freshness.			

*h. Job Offer Information 8*

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Family Housing
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * 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 Monterey County, California, to provide family housing.  Workers may be reached at the following address and phone number  ADDRESS: 350 W 16th St Ste 401, Yuma, AZ 85364 PHONE: 928-726-1541  The following provisions apply to workers occupying employer-provided housing:  Workers eligible for employer-provided housing may elect to provide their own housing at the worker's expense. Such election must be in writing. Workers eligible for employer-provided housing who elect to provide their own housing may withdraw such election at any time during the period of employment, and upon doing so will be provided housing by the employer as set forth in this Clearance Order. A worker who elects to provide his or her own housing and subsequently withdraws such election may not again elect to provide his or her own housing during the same employment season.  The employer 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 work site and 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 transportation to and from the pre-designated pick-up points to the fields where they will be working. The Employer may utilize the services of a carpool/van service using CalVans, in which vouchers will be provided to the workers who choose to use this voluntary service. Workers who choose to utilize the vanpool will not be charged for such use.  No tenancy in employer-provided housing is created by the offer of employer-provided housing. The employer retains possession and control of the housing premises at all times. Workers housed under the terms of this Clearance Order shall vacate the housing promptly upon termination of employment.  Reasonable repair costs of damage other than that caused by normal wear and tear will be deducted from the earnings of workers found to have been responsible for willful, dishonest, or gross negligent action resulting to 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.			

**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.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - Wage Offer
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Workers will be paid 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 pay the hourly rate of \$18.65 per hour for work performed in California (unless the wage methodology is changed by government or legal action). 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 at the time that the work is performed.</p> <p>If a prevailing wage or AEWR (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.</p> <p>Overtime: The Employer abides by California Wage Order 14 including, but not limited to, the following: In accordance with the California Wage Order 14: (2) For employers of more than 25 employees: (A) The overtime rate will be paid at 1.5 times the AEWR (\$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 a given workweek. (B) An employee may be employed on seven (7) workdays in one workweek with no overtime pay required when the total hours of employment during such workweek do not exceed 30 and the total hours of employment in any one workday thereof do not exceed six (6).</p> <p>Frequency of Pay: Weekly.</p> <p>Workers will be paid on a weekly basis by check. Payday is Friday of the week following the end of the payroll period.</p>			

*j. Job Offer Information 10*

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - Worker's Compensation
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>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.</p> <p>A workers' compensation and employers liability insurance policy is held by TLC Custom Farming Company, LLC covering the Workers Compensation Law of the State of California. Insurance coverage is provided by Arch Insurance Company. The policy number is: ZAWCI7011802, valid from 10/01/2022 to 10/01/2023, and is timely renewed each year.</p> <p>Employees may be placed on light/modified duty as a result of a work-related injury or illness. Such duties will be in accordance with state law and related advisories.</p>			

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k. Job Offer Information 11

1. Section/Item Number *	<b>F.2</b>	2. Name of Section or Category of Material Term or Condition *	<b>Additional Inbound/Outbound Transportation</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b></p> <p>Inbound: Employees in the H2A program are reimbursed for travel and food expenses incurred from the place of recruitment to the final job destination. TLC Custom Farming Company, LLC provides transportation buses that pick up the employees from the place of recruitment, takes them to the consulate appointments and drops them off at the designated housing facility near the place of employment. This whole process is verified through the pay stubs of their subsistence checks and is cross checked by matching it to the paperwork the employees sign asserting that they did receive reimbursement for travel expenses. The amount each employee is reimbursed varies and is dependent on the place of recruitment, days of travel and length of consulate appointment process. For U.S. workers who come to work for the Employer from beyond a reasonable commute distance, the Employer will reimburse inbound transportation and subsistence or advance such costs, when required, from the place of recruitment to the worksite</p> <p>Outbound: If worker completes 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. TLC Custom Farming Company, LLC provides transportation buses that pick up the employees at the employers housing and takes them to the place of recruitment. If transportation back is not requested by employee, the company will pay the employee the cost of the bus ticket from housing location to place of recruitment. For U.S. workers who come to work for the Employer from beyond a reasonable commute distance, the Employer will reimburse outbound transportation and subsistence or advance such costs, when required, from the place of employment to the place of recruitment.</p> <p>Subsistence for inbound and return 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.</p> <p>REQUIRED DEPARTURE: H-2A workers must depart the United States at the completion of the work contract period. If registration upon departure is required, employer will notify such H-2A workers of the required departure registration and the place and manner of such registration. Employees agree that employer and/or its representatives have permission to obtain a record of arrival/departure from the Customs and Border Protection website.</p>			

l. Job Offer Information 12

1. Section/Item Number *	<b>F.1</b>	2. Name of Section or Category of Material Term or Condition *	<b>Daily Transportation - Additional Transportation Information</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b></p> <p>Transportation will be provided by 4 CalVans that can seat 14 workers each. Workers will be picked up at the start of each day and returned to the housing at the end of each day. Pick up and drop off times vary depending on the start and end times as stated in this contract. No worker will be required, as a condition of employment, to utilize any of transportation offered by the Company. Workers who choose to utilize CalVans will not be charged for such use. Workers are free to provide their own transportation to and from the daily work site.</p> <p>Workers who commute daily have the option to drive their own vehicles to the work site or come to pre-designated pickup points to ride free transportation to and from the work site. Workers living in Company provided housing will be provided free transportation to and from their housing locations and the work site. The Employer may utilize the services of a carpool/van service using CalVans, in which vouchers will be provided to the workers who choose to use this voluntary service. Workers who choose to utilize the vanpool will not be charged for such use.</p> <p>If the worker has contracted with a subsequent employer who has not agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the employer must provide for work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the subsequent employer must provide or pay for such expenses. The employer is not relieved of its obligation to provide or pay for return transportation and subsistence if an H-2A worker is displaced as a result of the employer's compliance with the 50 percent rule as described in sec. 655.135(d) of this subpart with respect to the referrals made after the employer's date of need.</p>			

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

*m. Job Offer Information 13*

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Additional Job Qualifications
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Work is performed outdoors in open fields and can involve exposure to sun, wind, mud, dust, heat, cold and other elements of the normal field environment. Temperatures can range from 20 degrees F to over 100 degrees F during the period of employment. Workers should come prepared with appropriate clothing and footwear for the work and working conditions described.</p> <p>This work may entail exposure to plant pollens, insects and noxious plants and to fields and plant materials which have been treated with insect and/or disease control sprays. The employer will comply with all worker protection standards and re-entry restrictions applicable to pesticides and other chemicals used in the fields. Workers are required to comply with all applicable worker protection standards and re-entry times. Workers must be able to listen, understand and follow instructions of company supervisors and managers.</p> <p>Daily individual work assignments will be made by, and at the sole discretion of, the Company as the needs of the operations dictate. Workers must perform the assigned work, and work at the assigned crew/field site, and may not switch assignments or crew/field site without the specific authorization of a company supervisor. Workers may be re-assigned to a different field site at various times during the workday and/or on different days.</p> <p>Workers will be expected to comply with all provisions of this Clearance Order and the Company's work rules, policies and procedures, and to perform any and all assigned tasks in a professional and efficient manner. Failure to do so will subject the worker to the employer's disciplinary procedures. TLC Custom Farming Company, LLC endeavors to produce a premium product. This is a demanding, competitive business. A high quality product is expected and demanded by our customers. Sloppy or improper work cannot and will not be tolerated.</p> <p>All safety rules and instructions must be meticulously observed throughout the workday. All Company rules and policies must be followed, to the extent that they do not conflict with the provisions of this Clearance Order and/or the U.S. Department of Labor's H-2A regulations. A copy of the applicable rules and policies will be provided to each worker on or before the first day of work. Failure to comply with the Company policies and/or meet expectations will result in the applications of disciplinary procedures, up to and including termination.</p> <p>No persons conducting activities prohibited by law are permitted on company premises or in housing. Visitors are not permitted to remain in the housing overnight. Importantly, no non-working children may be present at or adjacent to the worksite, or left in vehicles at or adjacent to the work site, or in Company provided housing during the workday. Workers arriving to work with non-working children or other non-workers will be sent home.</p>			

*n. Job Offer Information 14*

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Additional Job Qualifications 2
<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>Tools and equipment: The Company will provide tools and equipment necessary to perform all required tasks at no cost to the worker. Tools and equipment include overshoe rubber boots, rain pants and jacket, irrigation wrenches and gloves if needed to perform the job. The reasonable repair and or replacement cost of tools or equipment may be deducted from the worker's paycheck for willful damage or loss of such tools or equipment. 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**

*o. Job Offer Information 15*

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Employer Information
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * TLC Custom Farming Company, LLC ("TLC Farming") is a fixed-site grower which owns and/or controls its work sites (listed below) and all agricultural commodities produced at such sites.  EIN 45-3937246  TLC Custom Farming Company, LLC is not a Farm Labor Contractor.  Headquarters: 350 W 16th St Ste 401, Yuma, AZ 85364 phone: (928) 726-1541.			

*p. Job Offer Information 16*

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Number of Workers Requested
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * The Employer seeks certification for 55 workers. Total workers: 58. Of the 58 workers, we anticipate three will be domestic workers and not require housing. These numbers are estimates as total workforce needs are dependent upon weather, crop conditions, and worker availability.			

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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 job Duties
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Carpool and/or CalVan Driver Specifications: Employee may drive passenger vehicle or CalVan over the road. Employee will drive designated vehicles to transport workers to and from housing and worksite locations. Employee will be responsible for filling vehicle with gasoline and keeping vehicle clean. Employee will be required to complete and process periodic driving reports. Employee will be required to follow all California traffic laws and vanpool rules. In order to drive, employee must possess valid drivers' license (state issued) and must be able to pass the CalVan recognized medical exam. The employee will be responsible for the cost of the driver's license. CalVans performs the medical exam at no cost to the employee or employer.</p> <p>Carpool and CalVan Drivers are compensated for these activities. All employees in this position (H-2A as well as corresponding domestic workers), will be given the opportunity to obtain a driver's license (DL). The DL is not a pre-hire job requirement. No job applicant will be denied an employment opportunity due to a lack of a DL at the time of application and/or hiring. Further, no worker (H-2A or corresponding domestic worker) will be terminated for failure to obtain a DL.</p> <p>Carpool and CalVan drivers may be H-2A or corresponding domestic workers. The employer assures that employees who drive the Carpools and CalVans are compensated for their time driving. Drivers perform MSPA and related paperwork (i.e., logging) as required by law which they are compensated for. The Carpool and CalVan driving job duty is not a different job and when not driving, they will be performing harvest, sanitation, hand cleaning and weeding and/or agricultural equipment operator job duties. Drivers pick up workers from the housing sites/pick up points and drop them off at the worksite. At the end of the workday, the driver takes the workers back to the housing sites/pick up points. Drivers are also responsible, during the workday, for filling the vehicle with gasoline and keeping it clean. The employer assures that drivers are paid the AEWR for actual driving time and to the extent applicable, processing paperwork, trips to the gas station, and cleaning the vehicle.</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 - Work Schedule
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>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. However, Employer does not require overtime or work on Saturdays, Sundays or Federal Holidays. The Employer abides by California Wage Order 14. The employer abides by the seventh (7) day of rest rules.</p> <p>The workday start times may vary from 5:00 a.m. to 12:30 p.m. and the workday end time is 12:30 p.m. to 8:00 p.m. (depending on the start time). Workers are notified of any change in the start time. An unpaid lunch break of 30 minutes and two paid 10-minute work breaks are provided. On workdays of less than 5 hours no lunch break will be provided. 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>			

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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 - Itinerary
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * Employer will be working at all locations simultaneously throughout the contract period: March 28, 2023, through November 18, 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 - Training and Production Standards
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * Training will be provided for in the field during the first week of employment. Workers will be allowed 5 days from the initial date of employment to reach the production standards of the activity.  PRODUCTION STANDARDS: Workers must be able to perform the job and its requirements as defined in this clearance order after a reasonable period of on-the job training. We consider 5 days from a worker's initial date of employment as a reasonable period of on-the-job training.			

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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 *	Job Duties - terminations
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *			
<p>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 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.</p>			

*v. Job Offer Information 22*

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - COVID-19 Precautions
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *			
<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>COVID-19 Testing: Employer abides by California ETS effective May 2022 to be revised in January 2023.</p>			

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