OMB Approval: 1205-0466
Expiration Date: 11/30/2025

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

A. Job Offer Information

1. Job Title * Farmworkers and Laborers, Crop, Nursery, Greenhouse

2. Workers Needed *	a. Total	b. H-2A Workers	Period of Intended Employment	
	229	229	3. First Date * 6/23/2023	4. Last Date * 12/10/2023

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. ☐ Yes ☑ No

6. Anticipated days and hours of work per week *(an entry is required for each box below)* *

40	**a. Total Hours**	7	c. Monday	7	e. Wednesday	7	g. Friday
0	b. Sunday	7	d. Tuesday	7	f. Thursday	5	h. Saturday

7. Hourly Work Schedule *
a. 7 : 00 ☑ AM ☐ PM
b. 3 : 00 ☑ AM ☐ 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.)

Applicants hired for these farmworker positions will be given their specific daily work assignments by the grower, or individuals designated by the grower, at the farm where they are employed but should be prepared to perform all of the tasks in all of the crops described in this application.

For this application, applicants should expect their work assignments at the beginning of the employment period to begin with fertilizing, pre-planting activities, farm & field site preparation and other time sensitive seasonal activities that occur during the late winter and/or early spring farming cycle.

Please see Addendum C for comprehensive job descriptions and approximate timelines for crops and work activities.

8b. Wage Offer *	8c. Per *	8d. Piece Rate Offer §	8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information §
$ 14 . 91	☑ HOUR ☐ MONTH	$ 00 . 00	n/a - no piece rate activities

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? * ☐ Yes ☑ N/A

10. Frequency of Pay: * ☑ Weekly ☐ Biweekly ☐ Other (specify): N/A

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

H-2A Case Number: H-300-23111-955774 Case Status: Full Certification Determination Date: 05/12/2023 Validity Period: _____ to _____

B. Minimum Job Qualifications/Requirements

1. Education: minimum U.S. diploma/degree required. *
☑ None ☐ High School/GED ☐ Associate's ☐ Bachelor's ☐ Master's or higher ☐ Other degree (JD, MD, etc.)

2. Work Experience: number of months required. * 1

3. Training: number of months required. * 0

4. Basic Job Requirements (check all that apply) §

☐ a. Certification/license requirements
☐ b. Driver requirements
☐ c. Criminal background check
☑ d. Drug screen
☑ e. Lifting requirement 100 lbs.
☑ f. Exposure to extreme temperatures
☑ g. Extensive pushing or pulling
☑ h. Extensive sitting or walking
☑ i. Frequent stooping or bending over
☑ j. Repetitive movements

5a. Supervision: does this position supervise the work of other employees? * ☐ Yes ☑ No

5b. If "Yes" to question 5a, enter the number of employees worker will supervise. §

6. Additional Information Regarding Job Qualifications/Requirements. *
*(Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter "**NONE**" below)*

See Addendum C

C. Place of Employment Information

1. Place of Employment Address/Location *
NCGA & grower members filing jointly- See add B

2. City *	3. State *	4. Postal Code *	5. County *
Vass	North Carolina	28394	Moore

6. Additional Place of Employment Information. *(If no additional information, enter "**NONE**" below)* *
Various Counties Throughout the State of North Carolina - Please see Addendum B for NCGA joint Employer Farmer Members Work Locations Who Are Included In This Application.

Has worksite in Virginia - Mitchell Bottomley - 10278 Elk Creek Parkway
Elk Creek, VA 24326.
William Pate - 221 Mr. Casuals Lane Troutdale, VA 24378

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? * ☑ Yes ☐ N/A

D. Housing Information

1. Housing Address/Location *
NCGA & grower members filing jointly- See add B

2. City *	3. State *	4. Postal Code *	5. County *
Vass	North Carolina	28394	Moore

6. Type of Housing *(check only one)* *
☑ Employer-provided (including mobile or range) ☐ Rental or public

7. Total Units * 33

8. Total Occupancy * 825

9. Identify the entity that determined the housing met all applicable standards: *
☐ Local authority ☐ SWA ☑ Other State authority ☐ Federal authority ☐ 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? * ☑ Yes ☐ N/A

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.)

Employer will furnish free cooking & kitchen facilities to those workers who are entitled to live in the employer's housing so that workers may prepare their own meals. Workers will buy their own groceries. Once a week the employer will offer to provide (on a voluntary basis by the workers) free transportation to assure workers access to the closest store where they can purchase groceries. When free and convenient cooking and kitchen facilities are not provided for workers to prepare their own meals the employer will provide workers with 3 meals each day and will charge the actual cost for the meals, by weekly payroll deduction, not to exceed the daily allowable meal charge rate as published in the Federal Register and described in section 20 CFR 655.173 of the regulations. When meals will be provided the employer will issue advanced written disclosure of related charges.

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 paragraphs related to inbound & outbound transportation pertain only to workers who are not within commuting distance & cannot reasonably return to their place of residence the same day & are, therefore, eligible for the benefit.
The Employer will not advance transportation & subsistence cost to the place of employment for any worker. Conditional Inbound Transportation & Subsistence Benefit Reimbursement

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	$ 15 . 46	per day *
	b. no more than	$ 59 . 00	per day with receipts

G. Referral and Hiring Instructions

1. Explain how prospective applicants may be considered for employment under this job order, including verifiable contact information for the employer (or the employer's authorized hiring representative), methods of contact, and the days and hours applicants will be considered for the job opportunity. * *(Please begin response on this form and use Addendum C if additional space is needed.)* See Addendum C		
2. Telephone Number to Apply * +1 (252) 527-0567	3. Extension § N/A	4. Email Address to Apply * lwicker@ncgrowers.org
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:

1. **JOB OPPORTUNITY**: Employer assures that the job opportunity identified in this clearance order (hereinafter also referred to as the "job order") is a full-time temporary position being placed with the SWA in connection with an *H-2A Application for Temporary Employment Certification* for H-2A workers and this clearance order satisfies the requirements for agricultural clearance orders in 20 CFR 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.

2. **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).

3. **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.

4. **WORKERS' COMPENSATION COVERAGE**: Employer agrees to provide workers' compensation insurance coverage in compliance with State law covering injury and disease arising out of and in the course of the worker's employment. If the type of employment for which the certification is sought is not covered by or is exempt from the State's workers' compensation law, the employer agrees to provide, at no cost to the worker, insurance covering injury and disease arising out of and in the course of the worker's employment that will provide benefits at least equal to those provided under the State workers' compensation law for other comparable employment. 20 CFR 655.122(e).

5. **EMPLOYER-PROVIDED TOOLS AND EQUIPMENT**: Employer agrees to provide to the worker, without charge or deposit charge, all tools, supplies, and equipment required to perform the duties assigned. 20 CFR 655.122(f), .210(d), or .302(c).

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).

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

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 *	2. First (given) name *	3. Middle initial §
Wicker Jr	Harry	L
4. Title *		
Deputy Director		

5. Signature (or digital signature) *	6. Date signed *
Digital Signature Verified and Retained By Certifying Officer	4/25/2023

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

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 §
MITCHELL BOTTOMLEY / BOTTOMLEY EVERGREENS AND FARMS, INC.	6460 GLADE VALLEY ROAD ENNICE , North Carolina 28623 ALLEGHANY	AGRICULTURE CROP/FIELD SCOUT, BOXWOODS, BROCCOLI, CABBAGE, CHRISTMAS TREES, COLLARDS, EVERGREENS/WHITE PINE, GREENBEANS, PRODUCE, PUMPKINS, SQUASH, SWEET CORN, HAS WORKSITE IN VIRGINIA, 10278 Elk Creek Parkway Elk Creek, VA 24326.	6/23/2023	12/10/2023	216
JAMES "JIM" STEVEN COX / BULL BRANCH FARMS, LLC	710 HOWARD COLVARD ROAD CRUMPLER, North Carolina 28617 ASHE	CHRISTMAS TREES, HAY, PUMPKINS	6/23/2023	12/10/2023	3
WILLIAM MICHAEL PATE / PATE'S TREE FARM	221 MR. CASUALS LANE TROUTDALE , Virginia 24378 GRAYSON	CHRISTMAS TREES, PUMPKINS, HAS WORKSITE IN VIRGINIA	6/23/2023	12/10/2023	10

D. Additional Housing Information

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

1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
☑ Employer-provided ☐ Rental or public accommodations	140 S SPARTA PARKWAY BLDG #1 SPARTA, North Carolina 28675 ALLEGHANY	S29502 - MITCHELL BOTTOMLEY / BOTTOMLEY EVERGREENS AND FARMS	1	64	☑ Local authority ☑ SWA ☑ Other State authority ☑ Federal authority ☐ Other _____
☑ Employer-provided ☐ Rental or public accommodations	140 S SPARTA PARKWAY BLDG #3 SPARTA, North Carolina 28675 ALLEGHANY	S29582 - MITCHELL BOTTOMLEY / BOTTOMLEY EVERGREENS AND FARMS	1	64	☑ Local authority ☑ SWA ☑ Other State authority ☑ Federal authority ☐ Other _____
☑ Employer-provided ☐ Rental or public accommodations	140 S SPARTA PARKWAY BLDG #4 SPARTA, North Carolina 28675 ALLEGHANY	S29584 - MITCHELL BOTTOMLEY / BOTTOMLEY EVERGREENS AND FARMS	1	64	☑ Local authority ☑ SWA ☑ Other State authority ☑ Federal authority ☐ Other _____
☑ Employer-provided ☐ Rental or public accommodations	140 S SPARTA PARKWAY BLDG #5 SPARTA, North Carolina 28675 ALLEGHANY	S29585 - MITCHELL BOTTOMLEY / BOTTOMLEY EVERGREENS AND FARMS	1	64	☑ Local authority ☑ SWA ☑ Other State authority ☑ Federal authority ☐ Other _____
☑ Employer-provided ☐ Rental or public accommodations	7 NORTH 3RD AVE WEST JEFFERSON, North Carolina 28694 ASHE	S22562 - COX, JAMES "JIM" STEVEN / BULL BRANCH FARMS, LLC	1	17	☑ Local authority ☑ SWA ☑ Other State authority ☑ Federal authority ☐ Other _____

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

OMB Approval: 1205-0466
Expiration Date: 11/30/2025

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

1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
☑ Employer-provided ❑ Rental or public accommodations	1253 FISHER RD (#1) MOUTH OF WILSON, Virginia 24363 GRAYSON	WILLIAM MIKE PATE / PATE'S TREE FARM	1	10	☑ Local authority ☑ SWA ☑ Other State authority ☑ Federal authority ❑ Other _____
❑ Employer-provided ❑ Rental or public accommodations					❑ Local authority ❑ SWA ❑ Other State authority ❑ Federal authority ❑ Other _____
❑ Employer-provided ❑ Rental or public accommodations					❑ Local authority ❑ SWA ❑ Other State authority ❑ Federal authority ❑ Other _____
❑ Employer-provided ❑ Rental or public accommodations					❑ Local authority ❑ SWA ❑ Other State authority ❑ Federal authority ❑ Other _____
❑ Employer-provided ❑ Rental or public accommodations					❑ Local authority ❑ SWA ❑ Other State authority ❑ Federal authority ❑ Other _____

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

H-2A Case Number: H-300-23111-955774 Case Status: Full Certification Determination Date: 05/12/2023 Validity Period: _____ to _____

H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

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*) *

Any items voluntarily purchased by the worker from grower would be at cost and not result in a profit to the grower.
The employer will make the following deductions from the Worker's wages: All deductions required by law, including, but not limited to, FICA taxes, Federal and State Income taxes, court and administratively ordered garnishments and other withholdings as well as for repayment of cash advances and repayment of loans, repayment of overpayment of wages to the Worker, payment for articles which the Worker has voluntarily purchased from the the Employer, long-distance telephone charges, recovery of any loss to the Employer due to the Worker's damage (beyond normal wear and tear) or loss of equipment or housing items where it is shown that the Worker is responsible, and any other reasonable deductions expressly authorized by the Worker in writing, subject to the following.

b. Job Offer Information 2

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Additional Information Regarding Job Qualifications/Requirements

3. Details of Material Term or Condition (*up to 3,500 characters*) *

SECTION B ETA 790A/H-2A Clearance order Addendum C Section B.2 Required work Experience Addl Disclosure
EXPERIENCE REQUIREMENT: Applicants are required to have a minimum one month of verifiable experience working in Christmas tree shearing/pruning. Pruning & shearing Christmas trees is critical work because if done incorrectly it can take years for the tree to grow out of the damage causing the grower significant economic damage. Some 7-8 foot trees & 6-7 trees must be downsized this season due to bad market conditions related to the glut of larger sized trees in he market. Therefore, many larger trees will have to be pruned/sheared down one to two sizes which will require at least one months experience in shearing trees in order to avoid damaging the trees. Applicants are required to have a minimum one month verifiable experience working in field grown tree nursery or field and container grown nursery stock-grading, sizing, and pruning mostly trees with some limited bushes.

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

H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	D.10	2. Name of Section or Category of Material Term or Condition *	Additional Housing Information

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Terms & Conditions for Housing Benefit: Housing will be provided at no cost to workers who live beyond normal commuting distance & are unable to reasonably return to their place of residence the same day. Housing is not provided & is not available to non-workers. If a worker entitled to employer-provided housing elects not to live in the employer-provided housing, the worker must make this election in writing on a form provided by the employer.

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 (*up to 3,500 characters*) *

To be employed in this agricultural job opportunity applicant must have 1 month verifiable general farm work experience. The referral under this job order from the Applicant Holding Office is to be made to: Jay Hill, NCGA P.O.Box 399 Vass, NC 28394 Telephone 252.527.0567. Applicants are screened for compliance with the following criteria: a. Confirm ability (with or without reasonable accommodation), availability, qualifications, willingness to perform all work described and intension to complete; b. Local applicants confirm availability of reliable daily transportation to & from job for entire season. Non-local applicants confirm availability of transportation to job site to begin work; c. Confirmation of full disclosure & acceptance of all terms, conditions, nature of work-job description by local employment service staff; d. Affirmative confirmation of legal authorization to work in the US described below. Growers will accept referrals/applications from any source. All local & interstate (in state) applicants may be referred by the NC State Workforce Agency (NCSWA) directly to NCGA for interview or interested applicants may contact NCGA directly. Interview hours are 8:00 AM- 12:00 PM Monday through Friday, except for federally recognized holidays. Although not required, all interstate (out of state) applicants interested in this job offer are strongly encouraged to solicit the help of the nearest local employment office in their state for a referral to NCGA to insure full disclosure of terms and conditions, and confirm employment start date prior to departing for NC - this will help avoid confusion & mistakes. Interstate SWA's are strongly encouraged to contact the NCSWA Ag Services office in Raleigh, NC at 984.236.4227 prior to contacting NCGA to confirm the terms, conditions & start date of the job. Applicants referred by SWA should be fully apprised by the employment office staff of the terms, conditions & nature of employment prior to referral. Only applicants legally authorized to work in the US & whos possess original identity & employment eligibility documents sufficient to complete USCIS Form I-9, as required by law, should report to work. Applicants referred against this order should be informed they must have these documents in their possession when they arrive at the place of employment to go to work and must present the necessary documents to establish identity and work authorization (as outlined in the list of acceptable documents on I-9 Form) within 3 business days of date employment begins in compliance with the law. Employees who do not comply by the end of third workday will not be allowed to continue working until this requirement has been satisfied. Employer may terminate a worker (foreign or domestic) with notification to the employment service if employer discovers a criminal conviction record or status as a registered sex offender that employer reasonably believes, consistent with current law, will impair the safety & living conditions of other workers. Workers recruited and hired against this job offer from within normal commuting distance will not be provided with housing, subsistence or transportation. Workers may be required to take a drug &/or alcohol test at no cost to the worker. Testing positive may result in immediate termination. Testing is NOT part of the application / interview process & will occur ONLY after employment begins.

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

H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation

3. Details of Material Term or Condition (*up to 3,500 characters*) *

SECTION ETA 790A/H-2A Clearance Order Addendum C Section F Transportation and Daily Subsistence AddI Disclosure In accordance with regulations found at 20 CFR 655.122(h)(1-4) the following paragraphs under section F are the terms & conditions, in their entirety, related to the transportation benefit & related subsistence benefit, when applicable, provided under this clearance order filed in conjunction with a future H-2A Labor Certification Application.

f. Job Offer Information 6

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - daily transportation continues

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Commuting U.S. workers understand that it is their responsibility to get to work on time each day work is available & that they solely assume all liability & costs for their personal transportation to & from work each day & at work if they voluntarily choose to drive. The use of employer provided daily transportation by workers, as described in this paragraph, is voluntary; no worker is required as a condition of employment to utilize the daily transportation on the worksite offered by the employer. Employer will provide free transportation to eligible workers from the housing site to the worksite & return. Workers are always free to choose their own means of transportation at their own expense & liability. Workers who arrange their own transportation understand they assume all liability & hold harmless the growers/association for any damages, injuries, personal or property losses. Please note that most growers, not all, have agricultural commodities in more than one county. Some growers have commodities in multiple counties.

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

H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - daily transportation

3. Details of Material Term or Condition (*up to 3,500 characters*) *

The employer will offer transportation to & from the daily work site (from grower provided housing to field or other worksite & return) at no cost to the workers entitled to the housing benefit described in Section 3 of the ETA Form 790/Grower Addendum attachment, & paragraph 14 above. For US workers who commute to work daily, the grower will offer free on farm transportation during the work day. Continues

Modes of transportation/types of vehicles be included for daily transportation to and from housing sites to work sites in the NCGA applications vary from farm to farm but fall into the following categories:

Sport Utility Vehicles of various sizes and configurations: 2-11 passenger
Trucks of various sizes: ton, ton, xtra cab, crew cab, regular cab
Vans of various sizes: 15 passenger, 7-10 passenger vans
Cars of various sizes: Sedans and station wagons transporting passengers 2-7
Buses: Short bus (15-20 passenger), Regular bus (21-40 passenger)

Worker transportation will operate in two shifts, pick-up time is approximately 6:00 or 6:15am, and drop-off time is approximately 3:00 or 3:15pm. Vehicle safety standards at 29 CFR 500.104 will apply.

h. Job Offer Information 8

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - Daily Transportation

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Daily transportation is provided only for employees who reside in employer-provided housing, and to local workers who wish to avail themselves of the employer provided on farm transportation, and is provided to and from the worksite via company owned vehicles; please see the list of company vehicles used for worker transport attached. Given the aggregate peak season size of the employer?s workforce and the number of vehicles in their fleet (4 dozen), it is not reasonably possible to predict with certainty, in advance, which specific vehicle in the fleet a specific worker will be transported in during any specific workday. In the event any workers are transported elsewhere, such as to town, the same company owned vehicles will be utilized. In addition, it is possible that some minimal number of vehicles included in the list provided by the employer may change during the employment period as the employer replaces older, or higher milage, vehicles with newer, lower milage, vehicles.

With respect to the specific pickup and drop-off time for the daily transportation schedule, in general, workers will pe picked up at their assigned housing location approximately 30 minutes before their designated start time and returned to their assigned housing location approximately 30 minutes after their designated stop time.
The disclosed typical workday of 7am ? 3pm, Monday ? Friday with a 1 hour lunch break period, and 7am ? 12pm on Saturday is common and the corresponding pick-up/drop-off times referenced above would be 6:30am and 3:30pm Monday through Friday, or 6:30 and 12:30pm on Saturday, respectively. However, due to the unpredictable nature of weather, and other factors beyond the control of the employer, this schedule is subject to change and will be disclosed to the worker as soon as it is known in real time. It is normal practice for the employer to disclose to the worker the next day?s work schedule the evening before with the understanding that, on occasion, plans can change unexpectedly overnight.

For local workers not residing in the employer provided housing, workers who wish to avail themselves of the employer provided on farm transportation are instructed to be at a predesignated on-farm location and ready for pick-up at the assigned time for transport to the daily work site/field location. The schedule is the same as described above for workers living in employer provided housing.

There will be some variation, both earlier and/or later, in the approximate pick-up and drop-off times referenced above due to the specific daily work assignments, proximity of field/worksite locations, and movement during the workday to different field/worksite locations that may be closer, or farther away, from the pick-up/drop-off location and the first assigned work site location of the day.

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

H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound/Outbound Transportation

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Continued- Conditional Inbound Transportation & Subsistence Benefit Reimbursement
For workers eligible for the inbound transportation & subsistence reimbursement benefit, the Employer will reimburse workers who complete 50 percent of the work contract period & who are beyond commuting distance the reasonable cost of transportation & subsistence from the place from which the worker has come to work for the employer, whether in the U.S. or abroad to the place of employment. The amount of the reimbursement for transportation cost will be the worker's actual transportation cost from the place from which the worker has come to work for the employer to the employer?s place of employment or, by regulation at 20 CFR 655.122(h)(1), the amount not to exceed the most economical & reasonable common carrier transportation cost for the distance involved, whichever is less, unless the worker is transferring to the NCGA job (with proper status) from another certified farm, if applicable, from within the United States (which will be the point of departure for calculating the reimbursement unless the previous employer has already paid). The employer reserves the right to assist in coordinating charter or other transportation to assure the lowest available inbound transportation cost. Such inbound transportation will be at the worker's expense. Workers who do not avail themselves of such transportation, when available, will be reimbursed only the per worker cost of the employer-arranged transportation or the most economical & reasonable common carrier transportation cost for the distance involved, whichever is less. Workers are always free to choose their own means of inbound transportation at their own liability. Workers who arrange their own transportation understand they assume all liability & hold harmless the growers/association for any damages, injuries, personal or property losses.

j. Job Offer Information 10

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound/Outbound Transportation

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Conditional Outbound Transportation & Subsistence Benefit
In compliance with the applicable regulation found at 20 CFR 655.121(h)(2), for U.S. workers who complete the work contract & are eligible for the outbound transportation benefit & the U.S. worker has no immediate subsequent H-2A employment, the Employer will provide or pay the most economical & reasonable cost of return transportation & subsistence for the U.S. worker from the place of employment to the place from which the worker came to work for the employer, except when the U.S. worker will not be returning to the original place of departure due to subsequent H-2A employment with a different employer. If the subsequent employer has not agreed to provide or pay for the U.S. worker's transportation to the subsequent place of employment, the instant Employer will provide or pay for the transportation & subsistence to the subsequent place of employment in lieu of providing or paying for such expenses from the place of employment to the place from which the U.S. worker originally departed to work for the employer. If the subsequent employer has agreed to provide or pay for the U.S. worker's transportation & subsistence to the subsequent place of employment the instant Employer will not provide or pay for such expenses. In order to assure the lowest available outbound transportation cost, the Employer reserves the right to provide charter or other return transportation for groups of U.S. workers large enough to justify group transportation arrangements. U.S. workers eligible for this benefit who decline the Association provided return charter transportation will be provided their outbound transportation & subsistence checks through the grower. In those circumstances, the grower will disburse the checks as soon as all work is completed, as determined by the Association/Employer, & the worker is ready to depart. U.S. workers may select any means of transportation home they choose, however, the reimbursement is limited to the charter cost, if available, or most economical & reasonable common carrier transportation cost for the distance involved, or the U.S. worker?s actual cost, whichever is less. U.S. workers who arrange their own transportation understand they assume all liability & hold harmless the growers/association for any damages, injuries, personal or property losses. In compliance with the applicable regulation found at 20 CFR 655.121(h)(2), for foreign workers who complete the work contract & are eligible for the outbound transportation benefit & the foreign worker has no immediate subsequent H-2A employment & is returning to the place from which the foreign worker came to work for the instant employer, the instant Employer will provide charter bus transportation for the foreign workers from the farm where they are employed to Monterrey, Mexico, & will pay by check the most economical & reasonable cost for the foreign worker's Mexico based transportation (from Monterrey, Mexico to the place from which the foreign worker came to work for the instant employer) & will pay for subsistence from the place of employment to the place from which the foreign worker came to work for the instant employer, except when the foreign worker will not be returning to the original place of departure due to subsequent authorized H-2A employment with another employer. Continues

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

H. Additional Material Terms and Conditions of the Job Offer

k. Job Offer Information 11

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation -

3. Details of Material Term or Condition (*up to 3,500 characters*) *

If the subsequent authorized H-2A employer has not agreed to provide or pay for the foreign worker's transportation to the subsequent place of employment, the instant Employer will provide or pay for the transportation & subsistence to the subsequent place of employment in lieu of providing &/or paying for such expenses from the place of employment to the place from which the foreign worker originally departed to work for the instant employer. If the subsequent H-2A employer has agreed to provide or pay for the foreign worker's transportation & subsistence to the subsequent place of employment the instant Employer will not provide or pay for such expenses. For foreign H-2A workers, subject to the applicable regulation at 20 CFR 655.135(i)(1-2), the Employer reserves the right to arrange & provide charter or other similar return transportation that will comply with the applicable Homeland Security regulations at 8 CFR 214, 8 CFR 215 & 8 CFR 274a requiring the employer to demonstrate a good faith effort to ensure the foreign workers return to their home country in compliance with the applicable laws, &, in a timely manner consistent with the expiration of the visa issued by the Consulate/State Department for the period of employment. The employer will also report workers who abscond, as applicable & appropriate, or be subject to the liquidated damages provisions of the applicable DHS regulations, & other applicable employer focused punitive penalties disclosed in law & regulation. Foreign workers eligible for the outbound transportation benefit who decline the Association provided return charter transportation will be issued payment for only the Mexico in-country leg of their outbound transportation (from Monterrey, Mexico to the place from which the foreign worker came to work for the instant employer) along with the complete subsistence amount & the checks will be issued by their grower prior to departure. In those circumstances, the grower will disburse the checks at the time all work is completed, as determined by the Association/Employer, & the worker is ready to depart. In the limited instances when the Employer determines charter transportation is not economically feasible due to insufficient numbers of departing H-2A workers & the Employer elects to pay for the domestic leg of outbound transportation, in lieu of providing charter transportation, the Employer will pay only the foreign worker's actual transportation cost or, by regulation at 20 CFR 655.122(h)(1), the amount not to exceed the most economical & reasonable common carrier transportation cost for the distance involved, whichever is less. Foreign workers who arrange their own
transportation understand they assume all liability & hold harmless the growers/association for any damages, injuries, personal or property losses.
The employer will not reimburse, pay for &/or provide transportation & subsistence to a worker who does not provide documentation of identity & employment eligibility required to complete Form I-9, or who has knowledge at the place of recruitment that he cannot perform the duties of the job as described in this job order, or who abandons his employment, or who is discharged for lawful job related reasons. Continues

l. Job Offer Information 12

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound/Outbound Transportation

3. Details of Material Term or Condition (*up to 3,500 characters*) *

The Employer will provide or pay for transportation & subsistence under this agreement if the worker is terminated because of work related injury & is so certified by a doctor acceptable to the Employer before leaving the place of employment, or is terminated because of an Act of God which makes fulfillment of the work contract impossible, as provided in paragraph 9C, or if the worker is displaced by a U.S. worker under the 50% rule in 20 CFR 655.122(i)(4). Daily subsistence reimbursement will be paid to workers who are eligible for reimbursement of transportation costs in accordance with the regulations at 20 CFR 655.122(h)(1-2), which refers to 20 CFR 655.173(a). As published in the Federal Register, NCGA & its members will pay the applicable subsistence reimbursement at a rate of $15.46 per day in the absence of receipts submitted by the worker qualified for the benefit. With receipts, payment is capped at $59.00 per day for this conditional benefit. The Employer will not advance transportation & subsistence costs to the place of employment for any worker.

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

H. Additional Material Terms and Conditions of the Job Offer

m. Job Offer Information 13

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - pay deductions

3. Details of Material Term or Condition (*up to 3,500 characters*) *

The employer will make the following deductions from the Worker's wages: All deductions required by law, including, but not limited to, FICA taxes, Federal and State Income taxes, court and administratively ordered garnishments and other withholdings as well as for repayment of cash advances and repayment of loans, repayment of overpayment of wages to the Worker, payment for articles which the Worker has voluntarily purchased from the Employer, long-distance telephone charges, recovery of any loss to the Employer due to the Worker's damage (beyond normal wear and tear) or loss of equipment or housing items where it is shown that the Worker is responsible, and any other reasonable deductions expressly authorized by the Worker in writing, subject to the following. Specifically, with respect to a union membership card that includes a payroll deduction authorization expressly authorized by the Worker in writing to make deductions for union dues from the Worker?s wages in accordance with North Carolina state law requirements, the NCGA grower member may on a voluntary basis, but is not required, to make deductions from the Worker?s wages for the purposes of paying union dues and to remit such dues deductions to the union in accordance with the Worker?s instructions in the Worker?s signed authorization to deduct such dues. The NCGA grower member will provide the Worker a written record of any such deduction
in the weekly wage statement provided to the worker in compliance with the applicable H-2A regulations at 20 CFR 655.122(k). Under current North Carolina state law, NCGA grower members may not be required to make union dues deductions and remittances pursuant to an agreement, and this statement that such deductions and remittances may be made if an individual NCGA grower member chooses to do so, on a voluntary basis, is not and shall not be understood to be an agreement by any NCGA grower member to do so. NCGA growers who voluntarily elect to deduct and remit union dues may decide to stop, or, conversely, an NCGA member who has elected not to deduct and remit union dues may decide, on a voluntary basis, to begin deducting and remitting union dues. Deductions from pay may be made for payment of the Worker's portion for any Employer-sponsored health care benefit that may be offered to the Worker for the Worker and the Worker's dependents that the Worker chooses to purchase. The Worker will not be required by the Employer to purchase any health care benefit that may be offered and may choose to state in writing that the Worker declines to purchase any such Employer-sponsored health care benefit. If the Worker timely chooses to purchase any such health care benefit, at the time the Worker states his or her desire to purchase such a health care benefit by completing and submitting any required written application any such health care benefit, the Worker also will be required to authorize a once-a-month deduction from the Worker's wages to pay the Worker's portion of the monthly insurance premium. Such authorization by a Worker for the Employer to make a once-a-month deduction from wages, that is for the deduction to be made from wages paid on one payday per month, to pay the Worker's share of the health benefit premium must be made in writing and signed by the Worker. The Worker's decision to decline or to accept the

n. Job Offer Information 14

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - - pay deductions continues

3. Details of Material Term or Condition (*up to 3,500 characters*) *

opportunity to purchase any health care benefit that may be offered (including the Worker's authorization to the Employer to continue deductions from wages for the Worker's share of each monthly premium as may be required by applicable law or by the insurance carrier or by both) will likely be irrevocable for the remainder of the benefit plan year for which the offer and acceptance are made, absent a "qualifying event" affecting the Worker. Information concerning the amount that the Worker must pay as the Worker's share of the premium cost in order to purchase a health care benefit will be provided in writing if such a plan is offered. Benefits offered under any health care plan, if offered, and other terms under which any such plan will be offered will be governed by the terms of any such health care plan, the requirements of any insurance company or third-party administrator as well as by payroll administration requirements. No deduction not required by law will be made that brings the worker's hourly earnings below the FLSA
Federal statutory minimum wage, except and unless, as allowed by law.

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

H. Additional Material Terms and Conditions of the Job Offer

o. Job Offer Information 15

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - Weekly Wage statement contents

3. Details of Material Term or Condition (*up to 3,500 characters*) *

The Employer will furnish to the worker, on or before each payday one or more written statements showing 1. The worker's total earnings for the pay period; 2. The workers applicable hourly rate; 3. In accordance with the 3/4 guarantee described in preceding paragraph B. (if applicable) the hours of work which have been offered to the worker; 4. The total hours actually worked by the worker; 5. An itemization of all deductions made from the worker's wages; 6. If applicable, the number of units produced daily; 7. Beginning & ending dates of the pay period; & 8. The employer's name, address & IRS identification number; & 9. The worker?s net pay.

p. Job Offer Information 16

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - additional pay disclosures

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Overtime Rate of Pay: Not Applicable in this Application for Temporary Employment Certification for Agricultural Workers under the DOL H-2A Program. The tasks in the crops listed below will be paid at the applicable hourly adverse effect wage rate (AEWR). Workers are guaranteed that their total earnings will be at least equal to the AEWR per hour for all hours worked in pay period. In accordance with the regulations at 20 CFR 655.122(l) governing rates of pay, the wage rate offered herein is the highest of the applicable adverse effect wage rate, the prevailing hourly rate, the agreed upon collective bargaining wage or the Federal or State minimum wage rate, in effect at the time work is performed for every hour or portion thereof worked during a pay period covered by the approved labor certification. The AEWR, or other applicable wage rates, are subject to go up during the certified period of employment & the growers will make the adjustments accordingly when the AEWR, or other applicable wage rates, are either published in the Federal Register or when written notice is provided. All activities will be paid by the hour. All work will be paid the applicable hourly adverse effect wage rate (AEWR). The employer will apply the prevailing hourly rate in a crop activity for which an hourly rate is specified if DOL determines that a higher hourly rate is prevailing in the crop activity in the area of intended employment than the hourly rate specified herein as soon as US DOL provides written notice to the employer. Any items voluntarily purchased by the worker from the grower would be at cost and not result in a profit to the grower.

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

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 - Job Description

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Workers will be expected to plant cultivate harvest farm grown Christmas Trees (evergreen) of various species. Will cut & drag trees weighing between 50-100 lbs. each to a field staging area, lift tree onto mechanical baler & load baled tree onto truck or trailer, unload at central staging area sorted & grouped according to size, quality, species. All work according to supervisors instructions. Specific instructions & close supervision will be provided by the farm owner &/or supervisor designated by the grower. Workers will be expected to perform their duties in a timely & proficient manner & will have close supervision to insure adherence to instructions. Work will be closely monitored & reviewed for quality. Much More - See Attachment To ETA-790 Addendum C For Comprehensive Disclosure. Must be able to lift 100 pounds throughout the entire work day.

r. Job Offer Information 18

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Approximate date range of activities

3. Details of Material Term or Condition (*up to 3,500 characters*) *

APPROXIMATE DATES OF CROP/WORK ACTIVTIES FOR ALL COMMODITIES INCLUDED IN THIS APPLICATION: All of the dates of job activities listed in the job descriptions for each commodity listed are approximations for the purpose of disclosure to potential applicants, applicants, and employees, both domestic and foreign. The activities described may, in fact, occur earlier and/or later depending on a wide variety of variables including, but not limited to, weather conditions, weather disaster(s), other Acts of God, disease pressure, positive/negative market conditions, availability or lack of availability of production inputs, high or low costs of available inputs, and other factors, that the grower(s) could not reasonably anticipate at the time this application is filed with NCSWA/ US DOL ETA and that is beyond the control of the growers. These unpredictable factors may occur at any time during the course of the growing season. GENERAL FARM MAINTENANCE ACTIVITIES: general farm maintenance activities including, but not limited to, cutting ditch banks and hedge rows, cutting firewood, fence mending and the repair and maintenance of farm buildings and equipment can occur, and may be assigned at any time during the full period of the employment. PICKLE CUCUMBERS: Harvest activities generally take place in spring/summer from May 25 - July 25; fall harvest is generally from August 25 - October 25.

SWEET POTATOES: Growing Sweet Potato transplants: plant bed preparation and maintenance activities generally take place from March 1 - July 1. Transplant Activities generally take place from May 1 - July 15. Cultivation and maintenance activities generally take place from May 15 - October 1. Harvest activities generally take place from August 1 - November 11.

RED AND WHITE POTATOES: Harvest activities generally take place from May 15 - July 20.

SQUASH, STRING BEANS, EGGPLANT, TURNIPS, ONIONS, BUTTER BEANS, PEAS, OKRA: Planting, cultivation and maintenance activities generally take place from April 15 - October 1. Harvest activities generally take place from May 15 ? November 11.

BELL PEPPER, LONG HOT PEPPERS, JALAPENO PEPPER, CUBAN-L, CHERRY, BANANA PEPPERS: Planting, cultivation and maintenance activities generally take place from May 15 - September 1. Harvest activities generally take place from May 15 - October 15.

SWEET CORN: Harvest activities generally take place from June 1 - October 25.

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

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 - Job Duties -Approximate date range of activities

3. Details of Material Term or Condition (*up to 3,500 characters*) *

LONG GREEN CUCUMBERS: Harvest activities generally take place in spring from May 25 - July 25; fall harvest is generally from August 25 - October 20.

TOMATOES AND TOMATILLOS: Growing Tomato transplants: Greenhouse preparation, seeding, and maintenance; and plant bed preparation, seeding and maintenance activities generally take place from February 15 - June 1. Transplant Activities cultivation and maintenance activities generally take place from April 15 - September 1. Harvest activities generally take place from May 15 - October 25. Post-harvest activities generally take place from October 1 - November 11.

STRAWBERRIES: Harvest activities generally take place from April 15 - June 15. Transplant Activities generally take place from September 1 ? November 11.
BLUEBERRIES: Harvest activities generally take place from May 15 - July 1. Transplant Activities generally take place from September 15 - November 11.

WATERMELONS AND CANTALOUPES: Transplant Activities, if applicable, generally take place from April 15 - July 1. Harvest activities generally take place from June 15 - October 15.

PUMPKINS AND GOURDS: Harvest activities generally take place from September 15 - October 20.

CABBAGE AND COLLARD, KALE AND MUSTARD GREENS: Planting, cultivation and maintenance activities generally take place from August 1 - October 1. Harvest activities generally take place from September 1 - November 11. Spring harvest activities generally take place from February 15 ? May 1.

ASPARAGUS: Harvest activities generally take place from April 1 - June 1. Planting activities generally take place from March 15 - May 15. These transplants are two year old crowns.

HAY AND STRAW: Hay harvest and straw baling activities generally take place from May 15 - November 1.

SOYBEANS WHEAT AND COTTON: Weed and grass removal activities generally take place from June 1 - October 15. Harvest activities for cotton generally take place from October 1 - November 11.

t. Job Offer Information 20

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Description

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Workers will be expected to work in pickle cucumbers, hay & straw, sweet potatoes, red & white potatoes, asparagus, cabbage, collards, squash, string beans, butter beans, sweet corn, long green cucumbers, bell pepper, eggplant, long hot pepper, turnips, grapes, tomatoes, jalepino peppers, field peas, strawberries, cherry peppers, banana peppers, Cuban-L peppers, blueberries, watermelon, cantaloupes, soybeans, cotton, onions, radishes, spinach, tomatillo, kale. Specific instructions and close supervision will be provided by the farm owner and/or supervisor designated by the grower. Workers will be expected to perform their duties in a timely and proficient manner and will have close supervision to insure adherence to instructions. Work will be closely monitored and reviewed for quality.
TRANSPLANT PRODUCTION & PRE-PLANT ACTIVITIES: Workers may perform seeding activities in greenhouses to prepare for planting. Workers will move soil materials, fill seeding trays, plant seeds, water seedings, fertilize seedlings, monitor growth & growing conditions. Workers will also perform activities to prepare land for planting outside the greenhouse. These work activities anticipated to be performed at any time/various times throughout the entire period of employment.

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

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 - Job Description

3. Details of Material Term or Condition (*up to 3,500 characters*) *

PICKLE CUCUMBERS: Harvest activities: These work activities anticipated to be performed during the summer & fall months of the period of employment. Move along row, stoop & bend to pick all cucumbers 1/4 inch in diameter & larger. Discard all jumbo cucumbers (over 2 inches in diameter) in the row middle & place remaining cucumbers in a 5/8 bushel bucket. Carry full buckets to a nearby truck for dumping, receive ticket or token in emptied bucket & return to assigned row to continue task. Worker must be careful to avoid damaging vines, blooms & smaller cucumbers. May be required to block & thin cucumbers & perform general cultivation work & move tractors or trucks on the farm incidental to picking. Workers must "clean the vines"(pick all cucumbers of marketable size) & larger as specified by the supervisor. It is extremely important that the Workers remove & discard all cucumbers over 2" in diameter from the vine. Workers will be required to stay on their assigned row.
SWEET POTATOES: Growing Sweet Potato transplants: plantbed preparation & maintenance activities. Transplant Activities. Cultivation & maintenance activities. Harvest activities. These work activities anticipated to be performed at any time/various times throughout the entire period of employment. Sweet Potato plant-cutters (slip cutters) will stoop, bend & kneel to pull sweet potato plants from beds, exercising care in selecting plants of appropriate variety, size & quality as specified by supervisor. May use knife &/or scissors to cut slips. Selected plants will be boxed in an orderly fashion in field crates & crates windrowed & loaded on trailers for transport. Sweet Potato plant cutters (slip cutters) will be paid hourly. Sweet Potato Transplanting Will ride mechanical planter to transplant the cut slips into prepared field rows. May walk behind planter to reset &/or transplant missing plants. Sweet Potato Transplanting will be paid hourly. Sweet Potato harvest workers will walk along row that has been previously plowed. Workers will stoop, bend & kneel to pick up sweet potatoes using hands & fingers to dig out unexposed potatoes. Workers may grade in the field separating #1's & #2's into separate 5/8 field hampers. Canners, when harvested will be placed into a separate bin. Damaged or diseased potatoes will not be harvested. Full hampers weighing up to 35 lbs. will be carried to truck row to be loaded onto truck or trailer. Workers will be required to stay on their assigned row. Workers may be required to ride a mechanical harvester. Mechanical harvesting, if applicable, will be paid the hourly adverse effect wage rate (AEWR). When digging sweet potatoes, workers will take care to place potatoes in the bucket gently to avoid bruising the potatoes. Workers must not put excess dirt, potato vines, damaged potatoes, cut potatoes & other non potato related materials in the bucket to be dumped. When delivering the buckets to the dumpers, workers must pass the bucket carefully, hand to hand to the dumpers to avoid injury & damage to the harvested potatoes in the bucket & field bins. Workers must never toss or throw buckets containing potatoes.

v. Job Offer Information 22

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Description

3. Details of Material Term or Condition (*up to 3,500 characters*) *

RED & WHITE POTATOES: Harvest activities. Work activities anticipated to be performed during the late spring & summer months. Workers will walk along row which has been previously plowed. Will bend over, scratch dirt & pick out potatoes. Potatoes which are one (1) inch in diameter & larger will be placed in 5/8 bushel buckets. Potatoes smaller than one (1) inch in diameter are discarded in the row middle. Filled buckets are taken to trucks or trailers for dumping. Workers will receive ticket or token for each bucket & return to assigned row to continue work. Worker must carefully handle potatoes & avoid bruising. Workers will be required to stay on their assigned row.
SWEET CORN: Harvest activities. Work activities anticipated to be performed during the late spring, summer & fall months. Workers will stand & walk to pick corn according to size, color, shape & degree of maturity & place into field containers. Workers may carry full container weighing approximately forty (40) lbs. & empty into field bin or load onto trailer. May be required to pull & discard culls as directed by supervisor. Pickers will take care not to bruise or scar produce. Workers will stand on feet for long periods of time. Workers are required to work in fields when plants are wet with dew or rain.
SQUASH, STRING BEANS, EGGPLANT, TURNIPS, ONIONS, BUTTER BEANS, PEAS, OKRA, & RADISH: Planting, cultivation & maintenance activities. Harvest activities. These work activities anticipated to be performed at any time/various times throughout the entire period of employment. Workers will bend & stoop to transplant, if applicable, & cultivate & to pick vegetables according to size, color, shape & degree of maturity & place into field containers. Workers may carry full container weighing approximately forty (40) lbs. & empty into field bin or load onto trailer. May be required to pull & discard culls as directed by supervisor. Pickers will take care not to bruise or scar produce. Workers will stand on feet for long periods of time. Workers are required to work in fields when plants are wet with dew or rain. Temperatures in fields during working hours can range from forty (40) to over one hundred (100) degrees.
BELL PEPPER, LONG HOT PEPPERS, JALAPENO PEPPER, CUBAN-L, CHERRY, BANANA PEPPERS: Planting, cultivation & maintenance activities. Harvest activities. These work activities anticipated to be performed at any time/various times throughout the entire period of employment. Workers will bend & stoop to transplant, if applicable, & cultivate pick peppers according to size, color, shape & degree of maturity & place into field containers. Workers may carry full container weighing approximately forty (40) lbs. & empty into field bin or load onto trailer. May be required to pull & discard culls as directed by supervisor. Pickers will take care not to bruise or scar produce. Workers will stand on feet for long periods of time. Workers are required to work in fields when plants are wet with dew or rain.

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

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 - Job Description

3. Details of Material Term or Condition (*up to 3,500 characters*) *

LONG GREEN CUCUMBERS: Harvest activities. Work activities anticipated to be performed during the late spring/early summer months & late summer/fall months. Workers will bend & stoop to pick vegetables according to size, color, shape & degree of maturity & place into field containers. Workers may carry full container weighing approximately forty (40) lbs. & empty into field bin or load onto trailer. May be required to pull & discard culls as directed by supervisor. Pickers will take care not to bruise or scar produce. Workers will stand on feet for long periods of time. Workers are required to work in fields when plants are wet with dew or rain.

TOMATOES & TOMATILLOS: Growing Tomato transplants: Greenhouse preparation, seeding, & maintenance; & plant bed preparation, seeding & maintenance activities. Transplant Activities cultivation & maintenance activities. Harvest activities. These work activities anticipated to be performed at any time/various times throughout the entire period of employment. Workers will bend & stoop to pick vegetables according to size, color, shape & degree of maturity & place into field containers. Workers may carry full container weighing approximately forty (40) lbs. & empty into field bin or load onto trailer. May be required to pull & discard culls as directed by supervisor. Pickers will take care not to bruise or scar produce. Pre-harvest activities for tomatoes may include staking, tying/stringing, transplanting & pruning. Post-harvest activities for tomatoes may include removing: stakes, strings, plastic &/or drip tape. Workers will stand on feet for long periods of time. Workers are required to work in fields when plants are wet with dew or rain.

STRAWBERRIES: Harvest activities. Transplant Activities. Work activities anticipated to be performed during the mid spring/early summer months & late summer/fall months. Workers will bend & stoop to pick strawberries according to size, color, shape & degree of maturity & place into field containers. Workers may carry full container weighing approximately forty (40) lbs. & empty into field bin or load onto trailer. May be required to pull & discard culls as directed by supervisor. Pickers will take care not to bruise or scar produce. Workers are required to work in fields when plants are wet with dew or rain.

x. Job Offer Information 24

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Description

3. Details of Material Term or Condition (*up to 3,500 characters*) *

BLUEBERRIES: Harvest activities. Transplant Activities. Work activities anticipated to be performed during the late spring/early summer months & fall months. Workers will stand bend to pick blueberries according to size, color, shape & degree of maturity & place into field containers. Workers may carry full container weighing approximately forty (40) lbs. & empty into field bin or load onto trailer. May be required to pull & discard culls as directed by supervisor. Pickers will take care not to bruise or scar produce. Workers will stand on feet for long periods of time. Workers are required to work in fields when plants are wet with dew or rain.

WATERMELONS & CANTALOUPES: Transplant Activities. Harvest activities. Work activities anticipated to be performed during the mid spring/early summer months through summer/fall months. Workers will walk along rows & cut melons according to size, color, shape & degree of maturity using a knife. May carry to trailer or windrow. The pay rate for watermelons & cantaloupes is paid the hourly adverse effect wage rate (AEWR).

PUMPKINS & GOURDS: Harvest activities. Work activities anticipated to be performed during the late summer months through the fall months. Workers will bend & stoop to pick vegetables according to size, color, shape & degree of maturity & place into field containers. Workers may carry full container weighing approximately forty (40) lbs. & empty into field bin or load onto trailer. May be required to pull & discard culls as directed by supervisor. Pickers will take care not to bruise or scar produce. Pre-harvest activities for tomatoes may include staking, tying, transplanting & pruning. Workers will stand on feet for long periods of time. Workers are required to work in fields when plants are wet with dew or rain. Pumpkin Harvest is hourly paid at AEWR rate.

CABBAGE & COLLARD, KALE, SPINACH & MUSTARD GREENS: Planting, cultivation & maintenance activities. Harvest activities. Work activities anticipated to be performed during the late summer months through the fall months. Workers will cut mature collards, cabbage heads & bunches of collard, kale & mustard greens using knife as specified by employer. Products will then be placed into sacks or boxes & placed on trailer for transport. Workers may grade products removing bad or damaged leaves & repack for shipment. Workers will be required to stay on their assigned row. All cabbage, collard, kale & mustard green work will be paid the hourly adverse effect wage rate (AEWR).

ASPARAGUS: Planting & Harvest activities. These transplants are two year old crowns. Work activities anticipated to be performed during the late spring/early summer months & late summer/fall months. Move along assigned row, stooping, bending, & reaching to break asparagus spears at ground level. May operate self-propelled harvesting aid on which workers ride while stooping to break spears at ground level. Spears which are under 1/4 inch in diameter (measured at butt) are discarded. Spears over 1/4 inch in diameter which exceed 7 1/2 inches in length will be rebroken at the butt end. Any spear head which has begun to open will be discarded. Spears meeting harvest specifications will be placed in a straight fashion in field buckets & carried to trucks or trailers for dumping. Workers will be required to stay on their assigned row. All asparagus work is paid the hourly adverse effect wage rate (AEWR).

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

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 - Job Description

3. Details of Material Term or Condition (*up to 3,500 characters*) *

APPLE/APPLE HARVEST: All Varieties: While performing all of the following duties, workers will be expected to conform to the specific instructions provided each day by the supervisory staff, according to established company procedures accounting for difference in the treatment of different varieties and instructions based on market, fruit condition and operational demands.
Worker will plant, prune, thin and tie apple trees according to supervisors? instructions picking numerous varieties of apples ? remove apple from tree by hand according to supervisor?s instructions. Place apple into 50lb picking bag, empty completed bag into bin. Some varieties must be picked from ladders up to 16 feet in length.
Worker will pick according to grade, color and size and remove fruit in a manner so as to not harm the adjacent fruit on the tree branches, or physically damage fruit that is being harvested, or damage the tree while picking.
Provide general labor to assist in the establishment and maintenance of orchard properties by clearing property, planting trees, building trellis, setting up, operating and maintaining irrigation systems and any other labor considered necessary for the efficient and safe operation of orchard properties.
Abilities & Skills Required: Employees must display the ability to properly move, place and work from orchard ladders up to 16-feet in height, making the necessary adjustments for various procedures. Employees must be able to pick and transfer fruit without doing damage to the fruit picked (e.g., exceeding 1% bruising of fruit). Employees must regularly lift and/or move up to 25 pounds and must frequently lift and/or move up to 60 pounds. Employees must be able to see all colors accurately in order to perform color-specific select picking. Employees must have the ability to recognize product quality. The job requires regular standing and walking. Employees are frequently required to use hands to finger, handle or feel; reach with hands and arms; and climb or balance. The employee is occasionally required to stoop, kneel, crouch, or crawl under trellis wires. Employee must possess the requisite physical strength and endurance to repeat the above listed processes throughout the workday, at a sustained and vigorous pace and make bona fide efforts to work efficiently and consistently. Must be able to perform all duties within this job description in what can be considered a safe manner, adhering to all established farm safety guidelines, practices and procedures. Must have ability to communicate effectively and courteously with supervisors and co-workers. Must wear all required and assigned personal protective equipment at all times when required to do so. For food and general personal safety purposes, all workers will be required and expected to follow proper hygiene practices at all times. This is particularly critical when hand harvesting crops for human consumption. Employees are required to wash their hands thoroughly with soap and water after using the bathroom, after eating food and before entering the produce fields for harvest activities. In addition, workers will be expected to follow all food safety and personal hygiene guidelines that the farm adheres to as part of their Food Safety Programs.

z. Job Offer Information 26

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Description

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Harvested fruit will be inspected according to grade, color and size. Job specifications can change from time to time during the season due to crop, weather and/or market conditions, even on the same crop. Workers will be expected to conform to the specific instructions given for each day thus ensuring that the farm is able to provide a quality product to their customers. Workers will be expected to adhere to specific picking instructions according to grade, color and size and remove fruit without harming adjacent buds. Workers may be required to prune apple trees in accordance with instructions provided by the farmer or supervisor.
Horticultural Nursery: Workers will be performing tasks in a commercial horticultural nursery growing shrubs, bushes & trees in fields & infield grown containers planting, cultivating & harvesting many different varieties. In addition to planting, cultivating & harvesting workers will also be spraying approved chemicals to control pests, weeds & diseases, pinching, pruning, fertilizing, watering, rooting, loading, transporting, discarding, rotating, grading, storing, & loading & shipping nursery stock according to supervisor?s instructions. Harvesting includes digging up products, balling & securing delicate dirt & root systems in burlap secured with rope, pins or wire, to be stored until ready for shipment in farm staging area. Grading is done by size, shape & quality. Products are measured & tied for storage & shipment. Duties performed in the field will be sporadic throughout the contract due to the various duties, i.e., planting, pruning, etc. Workers will be required to spray pesticides & herbicides based on demonstration, instructions. Employer will issue appropriate Personal Protective Equipment as appropriate. Worker must be able to carry a loaded 50 lb. back pack sprayer throughout the entire work day. Between harvesting, workers will be required to perform duties to prepare crop for marketing. Workers will also unload supplies from trucks or wagons into fields for transplanting, fertilizing, etc. This work is physically challenging & will be performed in varying weather conditions including, but not limited to hot, humid, cold, rain, sleet, & snow. All horticultural nursery work is paid the hourly adverse effect wage rate (AEWR).
GRAPES: Performs a variety of tasks under supervision in grape vineyard. Primary tasks are grape production & cultural activities, including planting & cultivating vines & harvesting grapes. Performs vineyard canopy management to permit light & air to circulate around grapevines, including thinning fruit & removing shoots & vines. Performs vineyard maintenance activities, such as weed control with mowers, hand rakes & chemicals. Sprays vines & fruit with herbicides, pesticides & fungicides. Installs & maintains vine trellises & ties vines to trellises. May load & unload trucks, install irrigation equipment & clean equipment. Assists in moving harvested fruit from field to processing area. May perform general tasks relative to grape vineyard production. All grape work is paid the hourly adverse effect wage rate (AEWR).

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

H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 27

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Description

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Work may also include mechanized field work using power equipment. By way of example & not limitation power equipment may include tractors, planters, sprayers, cultivators & other equipment. Workers will be expected to be able to operate agricultural equipment with or without direction. All grape work is paid the hourly adverse effect wage rate (AEWR).
HAY & STRAW: Hay harvest & straw baling activities. These work activities anticipated to be performed at any time/various times throughout the entire period of employment. Move along rows of previously baled hay & straw, bending, stooping & lifting 30 to 60 lb. bales. Load & stack bales onto a truck or trailer, move tractor or truck in the field incidental to loading. Worker may unload & restack for storage. All hay & straw work is paid the hourly adverse effect wage rate (AEWR).
SOYBEANS WHEAT & COTTON: Weed & grass removal activities. Harvest activities. These work activities anticipated to be performed at any time/various times throughout the entire period of employment. Workers will walk along rows as specified by employer & remove weeds & grass from soybean & cotton fields by hand or using a hoe. Workers may assist in harvest activities.
BLACKBERRIES: This is a difficult job in part because blackberries grow on thorny vines and the brambles tend to scratch and irritate the skin. Harvest is a difficult, job that requires constantly reaching into thorny blackberry plants. Necessary manual dexterity and the requirement to avoid bruising the berries preclude wearing gloves and some briar scratches are normal complications. Workers must be diligent to avoid natural complications related to natural hazards, including poison oak, chiggers, & snakes. Workers will stand, bend & stoop to pick blackberries according to size, color, shape & degree of maturity & place into field containers. Workers will be expected to pick fully ripe blackberries, discard any deformed, decayed or undersized berries according to supervisor?s instructions. Also, workers must carefully remove & undesirable berries from plant that would later cause fungi to attack the plant. Workers will carry full containers to the field trailer. Workers will properly fill all baskets. The workers will take turns transporting blackberries to the cooler, but must transport all fruit to coolers at least hourly. The berries will be inspected for quality & loaded for transportation. Blackberries must be field graded. Berries must be undamaged & perfect. All berries must be handled carefully to prevent bruises or fingernail cuts. Pickers will take extreme care not to damage the delicate berries. Quality & workmanship is of the utmost importance. Workers will also be required to effectively pack blackberries in various containers, clamshells, quart & pint containers.
Specific instructions & close supervision will be provided by the farm owner &/or supervisor designated by the grower. Workers will be expected to perform their duties in a timely & proficient manner & will have close supervision to insure adherence to instructions. Work will be closely monitored & reviewed for quality.

. Job Offer Information 28

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Description

3. Details of Material Term or Condition (*up to 3,500 characters*) *

SEASONAL CALF/COW ACTIVITIES: Will assist in seasonal calving activities, feeding, administering medications, moving cows and calves from one pasture to another for grazing and foraging purposes. Maintaining on farm fencing. Will operate truck mounted and trailer drawn mixer grinder equipment to blend prescribed feed and supplements according to specific instructions and supervision. Will distribute feed blends into fixed feed troughs using mechanical equipment with deliberate caution and care not to hurt animals or equipment.
GENERAL CONDITIONS APPLICABLE TO ALL CROPS: Field work begins at assigned time shortly after daylight. Work may be performed during light rain & in high humidity & in temperatures ranging from 100 degrees to 20 degrees F. Workers will work on their feet in stooped or crouched position for long periods of time. Worker must be able to lift up to 60 pounds throughout the workday. Workers will supply their own work clothes. All the tasks in this Job Description constitute one (1) job; the employer may assign workers to different tasks on any day or to multiple tasks during the same day in the sole judgment of the employer. Workers with specific tractor operation experience are also likely to operate a tractor to assist in land preparation & planting/cultivation activities. This may or may not be incidental work, at any given time, & will vary widely with each respective grower member?s farm. Workers may be required to perform work, on the farm, that is incidental to farming the crops listed in the application, such as performing hand cultivation tasks, weeding or hoeing various crops such as cotton, soybeans, cleaning & repairing farm buildings, seed beds, racks, grounds, set up & move irrigation pipes & equipment, gardening, weeding & shrubbing, etc. All other duties assigned under this order will be those duties of Farmworker, Diversified Crops, under the Bureau of Labor Statistics Occupational Employment Statistics Standard Occupational Classification Code 45-2092. This is a very demanding & competitive business in which quality specifications must be rigorously adhered to. Sloppy work cannot & will not be tolerated.
Job specifications can change from time to time during the season due to crop or market conditions, even on the same crop. Workers will be expected to conform to the specific instructions given for each day?s work.
Specific instructions & close supervision will be provided by the farm owner &/or supervisor designated by the grower. Workers will be expected to perform their duties in a timely & proficient manner & will have close supervision to insure adherence to instructions. Work will be closely monitored & reviewed for quality.
Worker must possess requisite physical strength & endurance to repeat the harvest process throughout the workday, working quickly & skillfully to perform activities for which they were hired. Workers must work at a sustained, vigorous pace & make bona fide efforts to work efficiently & consistently that are reasonable under the climatic & other working conditions. Workers may not leave trash or other discarded items in work areas or vehicles but must dispose of such items in provided receptacles. Workers must wash hands with soap & water after all bathroom & meal breaks. Allergies to varieties of ragweed, goldenrod, insecticides, related agricultural chemicals, etc. may affect workers ability to perform the work described herein.

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

H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 29

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Description

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Workers should be physically able to do the work described with or without reasonable accommodation.
Worker may never ride on agricultural equipment not designed for work related riding purposes or any other non passenger intended equipment unless instructed & authorized by the employer or supervisor to do so. All work related injuries must be immediately reported to the crew leader, foreman, or supervisor. If requested, worker must sign a document daily to confirm whether or not they have been injured & other work related information.
Worker may not engage in horseplay or other disruptive or discourteous behavior at work, in housing or while riding on employer provided transportation. Workers must treat fellow employees & their foremen/supervisor with courtesy & follow their directions/instructions. Workers must comply with attached work rules & other lawful job related work requirements as disclosed. The employer will provide without charge to the worker the tools, supplies & equipment necessary to perform the job duties. The employer will charge the worker for reasonable costs related to the worker?s refusal or negligent failure to return property of the employer or due to such worker?s willful damage or destruction of such property.
Full Growing Season Commitment: The job offered requires that the worker be available for work seven (7) hours per day Monday through Friday & five (5) hours on Saturday every day that work is available for the full period of employment shown in Item 9 of the ETA Form 790, even though work may be slack for brief periods, from time to time throughout the employment period in the production of these crops. The worker agrees to be available for work & perform the assigned work for the assigned employer whenever work is available through the full period of employment shown in Item 9. Work available is defined as, no work required on the worker Sabbath or federal holidays, but work is required seven (7) hours per day Monday-Friday, & five (5) hours on Saturday.
The worker understands that if he abandons his employment or is terminated for cause, prior to the end of the period of employment shown in Item 9 of ETA Form 790 he will forfeit the 3/4 guarantee & reimbursement of certain transportation costs described elsewhere in this job order & will not be eligible for rehire. Excessive absences &/or tardiness, as defined in the Work Rules attached hereto, cannot be tolerated & may result in termination.
Daily individual work assignments, crew assignments, & location of work, will be made by & at the sole discretion of the farm manger &/or farm supervisor as the needs of the farming operation dictate. Workers may be assigned a variety of duties in any given day &/or different tasks on different days. Workers will be expected to perform any of the listed duties & work on any crop as assigned by the worker's supervisor.
Persons seeking employment as an experienced farm worker must be available for the entire period requested by the employer. Applicants who go to work will be subject to continuous evaluation by the grower throughout the entire period of employment.

. Job Offer Information 30

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Description

3. Details of Material Term or Condition (*up to 3,500 characters*) *

The grower will evaluate applicant(s) performance of required tasks. If the performance is not acceptable to the grower in its sole discretion the worker will be given substantive instructions, warning notices as appropriate, & finally termination of employment for lawful job related reason(s) described elsewhere in these documents.
All domestic &/or nonresident seasonal farm workers employed pursuant to this job order who satisfactorily completed the previous crop season may be compensated above the stated hourly wage rate. This is not promised or guaranteed. The decision to pay above the stated rates will be made by the employer, at their sole discretion, & will be based on factors including the recipient?s performance & tenure.
Employer retains the right to discharge an obviously unqualified worker, malingerer or recalcitrant worker who is physically able but does not demonstrate the willingness to perform the necessary work to grow the farmer?s crops.
All terms & conditions included in the job order apply equally to all workers, domestic & foreign, employed under this job order.
Many growers may grow one or more of these other crops depending on many variables including favorable available markets, favorable plant stock & unexpected land availability, favorable weather conditions, poor crop & weather conditions in other growing areas, & other factors that cannot be determined at the time this application is made. Farmers will frequently decide whether to plant these crops & what crops they will plant after this job order is submitted. Crops may not be determined until well after employment has begun. The anticipated work periods involved in these other crops vary widely & can occur at anytime during the growing season & during the course of this employment period. Asparagus, Apples, Pickle Cucumbers, Collards, Butter Beans, Squash, String Beans, Sweet Corn, Long Green Cucumbers, Bell Peppers, Eggplant, Turnips, Tomatoes, Tomatillos, Long Hot Peppers, Jalapeno Peppers, Field Peas, Strawberries, Blueberries, Onions, Radishes, Cabbage, Watermelon, Cantaloupe, Spinach, Kale, Mustard Greens, Peaches, Horticultural Nursery, Blackberries, Okra, Pumpkins, Grapes, Gourds, Hay & Straw, Banana & Cherry Peppers, Cuban-L Pepper, wheat. Workers will be performing tasks in a commercial horticultural nursery growing shrubs, bushes & trees in fields & infield grown containers planting, cultivating & harvesting many different varieties. In addition to planting, cultivating & harvesting workers will also be spraying approved chemicals to control pests, weeds & diseases, pinching, pruning, fertilizing, watering, rooting, loading, transporting, discarding, rotating, grading, storing, & loading & shipping nursery stock according to supervisor?s instructions. Harvesting includes digging up products, balling & securing delicate dirt & root systems in burlap secured with rope, pins or wire, to be stored until ready for shipment in farm staging area. Grading is done by size, shape & quality. Products are measured & tied for storage & shipment. Duties performed in the field will be sporadic throughout the contract due to the various duties, i.e., planting, pruning, etc. Workers will be required to spray pesticides & herbicides based on demonstration, instructions. Employer will issue appropriate Personal Protective Equipment as appropriate. Worker must be able to carry a loaded 50 lb. back pack sprayer throughout the entire work day.

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

H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 31

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Description

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Between harvesting, workers will be required to perform duties to prepare crop for marketing. Workers will also unload supplies from trucks or wagons into fields for transplanting, fertilizing, etc. This work is physically challenging & will be performed in varying weather conditions including, but not limited to hot, humid, cold, rain, sleet, & snow.
Specific instructions & close supervision will be provided by the farm owner &/or supervisor designated by the grower. Workers will be expected to perform their duties in a timely & proficient manner & will have close supervision to insure adherence to instructions. Work will be closely monitored & reviewed for quality.

. Job Offer Information 32

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Workers needed - NCGA & Joint Employers

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Workers recruited under this Job Order are recruited to work on any member employer's farm, & will be assigned & transferred, as needed, to meet the needs of Association members for workers in the certified occupation during the period of employment The North Carolina Growers Association, Incorporated is a non-profit growers cooperative (agricultural association), as defined at 20 CFR 655.103(b), that consists of fixed site farmers (employer members) across the state of NC, that recruits, solicits, hires, employs, furnishes, houses, shares, transfers among its certified members & transports workers subject to section 218 of the INA in the joint employer format enabled by the statute. As defined at 20 CFR 655.103(b) & provided at 20 CFR 655.131(a-b) & the North Carolina Growers Association is making this master Application for Temporary Employment Certification as a joint employer association with its employer members pursuant to the governing regulation at 20 CFR 655.131(a-b). The number of workers shown in Section A.2 of the ETA Form 790 is the aggregate number of foreign workers that will be employed by the association & its employer members under this temporary employment certification application. The approximate maximum number of workers (foreign & domestic) to be employed in the certified occupation by the individual employer member(s) of the association is shown in the Addendum (the list of employers). The numbers shown in the addendum are approximations provided for the convenience of governing administrative agencies. Pursuant to 20 CFR 655.131(a-b), all temporary labor certifications issued to the Association may be used for the certified job opportunities of any of its members. Pursuant to 20 CFR 655.131(b), workers authorized by the temporary labor certification may be transferred among its certified employer members to perform work for which the temporary labor certification was granted. The Association will control the assignment of workers authorized by the temporary labor certification & maintain records of such assignments, & may as allowed by the regulation, transfer workers among its certified employer members as needed, from time to time, during the period of employment, to perform the work for which the temporary labor certification was granted. The actual number of workers employed in the certified job opportunities of an Association member at any given time may be more or less than the approximate numbers shown in the addendum, depending upon real time conditions, including, but not limited to, crop conditions, weather, markets or other circumstances that develop during the course of the growing season. The number of workers requested in Section A.2 of the ETA Form 790 is not the sum total of the approximate number of workers (foreign & domestic) shown in the addendum because workers may work for more than one employer member over the course of the employment period.

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

H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 33

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Anticipated Days and Hours of work per week

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Worker will report to work at the designated time & place as directed by the Grower each day. The standard work week of seven (7) hours per day Monday through-Friday & five (5) hours on Saturday is normal. Workers may be requested to work up to ten (10) hours per day depending upon the conditions in the fields & maturity of the crops, but will not be required to work more than seven (7) hours a day Monday through Friday & five (5) hours on Saturday. Workers may be offered work on federal holidays & on their Sabbath but will not be required to do so Workers may volunteer to work additional hours when work is available. Down Time: Workers should expect occasional periods of little or no work because of weather, crop or other conditions beyond the employer?s control. These periods can occur anytime throughout the season.

. Job Offer Information 34

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Full Growing Season Commitment

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Full Growing Season Commitment: The job offered requires that the worker be available for work seven (7) hours per day Monday through Friday & five (5) hours on Saturday every day that work is available for the full period of employment shown in Item 9 of the ETA Form 790, even though work may be slack for brief periods, from time to time throughout the employment period in the production of these crops. The worker agrees to be available for work & perform the assigned work for the assigned employer whenever work is available through the full period of employment shown in Item 9. Work available is defined as, no work required on the worker Sabbath or federal holidays, but work is required seven (7) hours per day Monday-Friday, & five (5) hours on Saturday.

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

H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 35

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Hourly Work Schedule

3. Details of Material Term or Condition (*up to 3,500 characters*) *

7:00 - 3:00 with 1 hour for lunch is normal, generally. Days and Hours can vary widely depending on real time circumstances. When necessary, variations will be disclosed as they are known.

. Job Offer Information 36

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Housing Additional Disclosures

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Housing will be provided at no cost to workers who live beyond commuting distance & are unable to reasonably return to their place of residence the same day. Housing is not provided & is not available to non-workers. If a worker entitled to employer-provided housing elects not to live in the employer-provided housing, the worker must make this election in writing on a form provided by the employer. The following paragraphs describing the terms & conditions of housing apply only to workers occupying housing provided by the employer. The housing provided varies according to location, & includes individual frame or masonry houses, mobile homes (trailers), apartment-style buildings & dormitory-style buildings, & or motel rooms depending on location. All housing will meet all Federal, State & local housing standards in the jurisdiction involved. The location of employer-provided housing varies with the location of the work assignment. The NCGA is a joint-employer association & workers are subject to transfer as the work requirements of the association?s members dictate. Thus, workers may be required to change housing accommodations during the season. If necessary, daily transportation will be provided at no cost from employer-provided housing to the daily work site & return for workers who occupy employer-provided housing. Workers who occupy employer-provided housing may have mail directed to them at the employer?s address on the attached addendum & will be provided a name & telephone number for use in contacting the worker in case of emergency. This information will be posted at the housing facility. When rental, public (hotel/motel) or similar accommodations are provided they will meet the local or state minimum standards for the jurisdiction involved or, in the absence of such standards, the federal OSHA regulations at 29 CFR 1910.142 and the farmer will document compliance in writing and will be responsible for all related costs. Housing capacity is strictly regulated by the US Department of Labor, & no person, other than the eligible employees authorized by the employer, may occupy, or remain overnight in employer-provided housing. The housing is offered as temporary in-season (during the employment period only) housing provided for migrant agricultural workers while they are employed at farms beyond normal commuting distance from their residence. Workers provided housing by the employer must promptly vacate the housing upon termination of employment. Workers provided housing by the employer who are transferred to new employment will be provided housing during the period between jobs, if any. All housing is group housing in which all workers will share kitchens & common areas without regard to gender. Female workers, however, will be provided with sleeping facilities shared only with other family members employed at the farm or with other females. Sex-segregated toilets facilities will be provided when necessary. There is no charge for housing or utilities to eligible workers provided housing by the employer. If a worker provided housing by the employer is found to be responsible for damage or loss to housing or furnishings other than that caused by normal wear & tear, the reasonable repair or replacement cost of damaged or lost property will be deducted from the workers? wages. Employer-provided housing is equipped with kitchen facilities, cooking utensils & similar items for the use of residents. Continues

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

H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 37

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Housing Additional Disclosures

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Kitchen facilities & utensils will be shared by all residents of the housing unit. In some instances, a general kitchen may be provided with a central cook. Special circumstances will be disclosed in writing. Housing will be kept clean & in compliance with OSHA farm labor camp standards when occupied. The housing must remain in compliance with OSHA standards during the period of occupancy. Occupants must cooperate with the employer & other workers in maintaining the housing unit in a clean condition & good repair. Residents are required to report any compliance problem with the housing to the employer or supervisor immediately upon discovery. Residents must not take any action to deliberately cause the housing or the grower to be out of compliance with any federal, state, or local regulation. The employer, who is ultimately responsible for ensuring compliance, retains the right to inspect the housing to assure compliance with OSHA standards. Access to housing by Job Service outreach workers & other authorized government personnel in the exercise of their official duties is permitted. Non-governmental outreach workers, social service providers & other visitors will be permitted in the common area & other parts of the housing premises provided their presence does not disrupt nor interfere with the right of quiet enjoyment of other residents. Where there is no common area, the employer will ensure that an appropriate location at the place of employment for such visits is provided. Visitors who disrupt residents? quiet enjoyment of their housing will be required to leave the premises. Commercial solicitation will not be permitted. Visitors soliciting or engaging in illegal activity will be reported to law enforcement authorities & required to leave the premises.
The housing provided is group housing. All residents must be mindful of the right of other residents for quiet enjoyment of the housing. For the protection of the employer & the employer?s property, & to assure the comfort of all residents, the employer has developed housing rules which are posted in all housing units. All residents & visitors will be required to comply with these housing rules. Violators of the housing rules will be subject to disciplinary action, up to & including termination of employment & removal from the housing.

. Job Offer Information 38

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Terms and Conditions

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Equal Opportunity Statement of Commitment NCGA & its member growers are equal opportunity employers & agree to comply with the assurance in the regulation at 20 CFR 655.135(a). All qualified eligible U.S. workers, especially women & minorities, are encouraged to apply for these jobs during the positive recruitment period & through the first 50% of the employment period in accordance with the rule at 20 CFR 655.135(d). No Strikes or Slowdowns. There are no strikes, work stoppage, slowdowns, or interruption of operations by employees at the place where the workers will be employed in compliance 20 CFR 655.135(b). No Commissions Statement of Compliance. For workers covered by MSPA there are no arrangements made with establishment owners or agents for the payment of a commission or other benefits for sales made to workers. General SUBSTANCE ABUSE POLICY: The NCGA will strive to provide a safe & healthful work environment, free of substance abuse, for the protection of our members & their employees & visitors. The use or possession or being under the influence of illegal drugs or alcohol during working time is prohibited. (Alcohol may be permitted in the housing facility outside work hours.) Employees may be required to take drug or alcohol tests at no cost to the worker. Failure to comply with the request or testing positive may result in immediate termination.

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

H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 39

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - 3/4 Guarantee

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Employers guarantee to offer employment for the hourly equivalent of 3/4 of the workdays of the period during which the work contract & all amendments thereto are in effect, beginning with the first workday after the workers' arrival at the assigned Employers place of employment & the worker is ready, willing, able, & eligible to work & ending on the expiration date specified in the work contract or any extensions thereof or upon the termination of this employment as provided in paragraph C below. For purposes of this guarantee, a "workday" consists of seven (7) hours daily Monday through-Friday & five (5) hours on Saturday. The worker is not required to work on his Sabbath or on federal holidays which are New Year's Day, January 1; Martin Luther King, Jr.'s birthday, the third Monday in January; Washington's birthday, the third Monday in February; Memorial Day, the last Monday in May; Independence Day, July 4; Labor Day, the first Monday in September; Columbus Day, the second Monday in October; veteran's Day, November 11; Thanksgiving Day, the fourth Thursday in November; & Christmas Day, December 25. On certain of these days, work may be available. If, at the conclusion of the work agreement, the worker has been offered less employment than required under this guarantee, the employer will pay the worker, at the worker's average hourly rate for the hours actually worked by the worker, for those hours in addition to the hours of work offered, required to fulfill the guarantee. In determining whether this guarantee of employment has been fulfilled, the employer will count as hours of work offered all hours actually worked. In addition, the employer may count hours of work offered all hours for which work was offered & not worked which do not exceed a total of hours worked & hours offered but not worked of the normal work hours. The guarantee described in this paragraph shall not apply if the worker voluntarily abandons this employment before the end of the contract period or in the event the worker is terminated for a lawful job-related reason. The guarantee described in this paragraph shall not apply to an H-2A alien worker who is terminated because of the employer's compliance with the requirement to employ all qualified eligible U.S. workers who apply during the first 50% of the employment period in accordance with the rule at 20 CFR 655.122(i)(4).

. Job Offer Information 40

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Contract Impossibility

3. Details of Material Term or Condition (*up to 3,500 characters*) *

The work contract shall be terminated before the end of the Period of Employment if the services of the workers are no longer required for reasons beyond the control of the Employer due to fire, frost, flood, drought, hail, other Act of God, or weather condition which makes fulfillment of this contract impossible as determined by the CO under the regulation at 20 CFR 655.122(o). In such cases, the employer will make efforts to transfer the worker to other comparable employment acceptable to the worker consistent with existing immigration law, as applicable. If such transfer is not affected, the workers will be returned at Employer's expense to the place from which Worker, without intervening employment, came to work for the employer. In the event of such termination, the guarantee described herein at paragraph 9(B), in compliance with the Three-fourths guarantee regulation described at 20 CFR 655.122(i)(1), ends on the date of termination. The guarantee shall be void from the beginning should the Worker voluntarily abandon this employment before the end of the contract period or in the event the Worker is terminated for lawful job-related reason.

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

H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 41

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - US Workers First Week Guarantee

3. Details of Material Term or Condition (*up to 3,500 characters*) *

In accordance with the regulations governing agricultural clearance orders at 20 CFR 653 the employer will provide a U.S. worker referred through the Agricultural Recruitment System forty (40) hours of work for the week beginning with the anticipated date of need, specified in item 9 of the ETA Form 790 unless the employer has amended the date of need by notifying the local NCESC office at least 10 working days prior to the original date of need. If the employer fails to notify the order-holding office, then employer shall pay an eligible worker referred through the interstate clearance system the hourly AEWR Wage Rate for the first week starting with the original anticipated date of need. The employer may require the worker to perform alternative work if the guarantee cited in this section is invoked. If the worker fails to notify the order-holding office of his continuing interest in the job no sooner than nine working days & no later than five working days before the date of need, the worker will be disqualified from the above-mentioned assurance. Alternative work will be general farm labor & farm maintenance activities including, stacking tobacco racks, cleaning & maintaining
migrant housing, pulling & chopping weeds, cutting ditch banks & hedge rows, cutting firewood, fence mending & the repair & maintenance of farm buildings & equipment.

. Job Offer Information 42

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Terms and Conditions

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Employer Obligation if Employment Extended: No extension of employment beyond the Period of Employment specified in the job order shall relieve the Employer from paying the wages already earned, or if specified in the job order as a term of employment, providing return transportation or paying return transportation & subsistence expenses to the Worker. Employer Notification of Changes in Employment Terms & Conditions: Employers will expeditiously notify the order-holding local office or State agency by telephone immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over recruitment, or other factors have changed the terms & conditions of employment. The terms of this Work Agreement thereafter may be changed upon posted written notice/disclosure to the Worker & approval of the OFLC certifying officer. Outreach Workers: Outreach workers shall have reasonable access to the Worker in the conduct of outreach activities pursuant to 20 CFR 653.107 & 20 CFR 653.501.
Demonstration: There will be a short demonstration period (up to 1 hr.) to familiarize workers with job specifications & to demonstrate proper harvest methods & other crop specific issues such as particular grading specifications. After completion of the demonstration period, the employer will expect all workers to possess the skills to work in the production of the crops described in Item 11. Applicants who go to work will be subject to continuous evaluation by the employer throughout the entire period of employment. The employer will monitor & evaluate applicant(s) performance of required tasks. If the performance is not acceptable to the employer in its sole discretion, then the worker will be given substantive instructions, followed by warning notices as appropriate, and finally termination of employment for lawful job-related reason(s) described elsewhere in these documents.
Work Agreement: A copy of the contract or Job Clearance Order & work rules (copy attached) will be provided to the worker by the employer no later than on the day the work commences. For H-2A workers, the job contract will be provided to each worker no later than the time at which the H-2A worker applies for the visa in compliance with 20 CFR 655.122(q). Grievance & Arbitration Procedure: As required by Department of Labor regulations, all workers (foreign or domestic) have a right to file a grievance or complaint with the nearest local office of the North Carolina Department of Commerce Division of Employment Security, as described in 20 CFR 658, Subpart E (Job Service Complaint System). As an option, the North Carolina Growers Association and its grower members also provide a grievance and arbitration procedure available to all workers (domestic and/or foreign) for the resolution of grievances involving Covered Rights arising out of employment under this clearance order. This procedure is established for workers, at no cost to the worker, to use for the resolution of complaints not made through an administrative process (such as through the Job Service complaint System, the North Carolina Department of Commerce Division of Employment Security, the U.S. Department of Labor, the Equal Employment Opportunity Commission, etc.). Continues

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

H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 43

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Terms and Conditions

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Employees must agree to use this procedure as an alternative to filing suit in local, state, or federal court as a condition of employment. If a timely filed grievance under the NCGA procedure involving a Covered Right is not resolved to the satisfaction of the worker and/or has not been referred to a government agency, the worker may request confidential, binding arbitration of the grievance as the worker?s sole remedy. A Covered Right under the grievance and arbitration procedure is defined as a violation of statutory or common law rights, such as discrimination, harassment, or retaliation based on race, sex, national origin, color, religion, age, or disability; wrongful termination or constructive discharge; workers compensation retaliation, denial of medical leaves under any law, including the Family and Medical Leave Act; common-law torts based on negligence or intentional acts; breaches of contract; right to work violations; and disputes regarding pay, including claims under the Fair Labor Standards Act and any applicable state wage and hour law. The grievance and arbitration procedure described in this paragraph will be provided through either an Association-funded process under which the Association will pay all fees and expenses of the arbitrator or, if applicable, pursuant to the terms of a union Collective Bargaining Agreement (CBA) if a CBA is in effect. Please contact NCGA for specific details. Unemployment Insurance and Eligibility All US workers referred though the Interstate Clearance System for employment under this agreement will be covered by unemployment insurance. Whether such employment constitutes covered employment for benefit eligibility purposes will be determined by unemployment insurance regulations in effect at the time a claim is filed. Assurance to Comply with all Applicable Federal, State, Local Laws Employer agrees to abide by the regulations at 20 CFR 655.135(a-l), Assurances, & at 20 CFR 653.501. Job Assignments Under NCGA Joint Employer Association Application. The worker will be assigned to be employed under the terms of the Agreement at the farming operation of one or more Grower Members of the Association. The Worker will be informed of the name & address of the first Grower Member on or before the first day of his Period of Employment hereunder. Where possible local US workers will be assigned to local jobs, however, if it is necessary for workers to travel to the job & to be housed by the grower, they will be assigned where the need is greatest at the time of referral/application. Worker will be advised of the name & address of any subsequent Grower Member(s) by whom he is employed at the time of such transfer(s).Association Travel Coordination Assistance for U.S. Workers If a sufficient number of U.S. workers are available at the same time & place to come to work for the Employer, the NCGA, as part of its recruitment/positive recruitment pursuant to 20 CFR 655.135(c-d) 20 CFR 655.154(a-d), will assist in coordinating group in-bound transportation arrangements (such as assistance in arranging for group purchase of bus tickets, charter bus service, or other arrangements or assistance, as appropriate). Workers will be responsible for paying the cost of such transportation pursuant to Item 17 of this Job Order.

. Job Offer Information 44

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Discipline

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Discipline &/or Termination: Employer may discipline &/or terminate the worker for lawful job-related reasons & so notify the Job Service local office of the termination if the worker: a) refuses without justified cause to perform work for which the worker was recruited & hired, b) commit serious act(s) of misconduct or serious or repeated violation(s) of Work Rules attached hereto. c) fails after completing the demonstration period to perform the work as specified in Item 11 & Attachment, d) malingers or otherwise refuses without justified cause to perform as directed the work for which the Worker was recruited & hired; e) provides other lawful job-related reason(s) for termination of employment, f) abandons his employment; g) falsifies identification, personnel, medical, production or other work related records, h) fails or refuses to take a drug test, or i) commits acts of insubordination, j) the employer may terminate the worker (foreign or domestic) with notification to the employment service if employer discovers a criminal conviction record or status as a registered sex offender that employer reasonably believes, consistent with current law, will impair the safety & living conditions of other workers. Workers may be required to take a drug &/or alcohol test at no cost to the worker. Testing positive will result in immediate termination. Testing is not part of the application/interview process and will occur after employment begins. In general, with respect to item 18b above, in the context of this job offer & job description, serious act(s) of misconduct includes but is not limited to: Theft from the farmer or other workers; fighting, assault; fraud; falsifying work related records; being intoxicated at work on drugs (abuse of prescribed drugs or illegal drugs) or alcohol; disobeying a lawful & reasonable instruction given by the farmer or supervisor; repeated acts of misconduct for which the employee has been warned; abusing or threatening another employee, the supervisor, farmer, or any other person either verbally, mentally, or physically; bullying or harassment (including verbal, physical, sexual); willful or malicious damage to employer?s property or another worker?s property; willful failure or repeatedly refusing to carry out a lawful or reasonable instruction that is consistent with the terms & conditions of this job offer & job description; willful failure in the performance of the duties described herein to exercise the appropriate degree of care or caution considered reasonable under the circumstances resulting in an injury to the worker, another worker, supervisor, farmer or any other person, or in damage to the crops or farm tools & equipment; taking deliberate action that causes the employer to be out of compliance with the law; removing or misusing any employer property. A serious act of misconduct in the workplace is, in general, characterized as an objectionable action that is willful & cannot be described as a mistake or an act of negligence. In general, with respect to item 18j above, in the context of this job offer & job description, insubordination will be considered to be any willful or intentional failure to obey a lawful & reasonable request or order from the farmer, the supervisor, or a staff member of NCGA with appropriate authority. The basic elements of insubordination are as follows: 1.) A reasonable & lawful direct order was issued to the employee, either verbally or in writing, Continues

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

H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 45

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Discipline, Reporting, Worker Comp

3. Details of Material Term or Condition (*up to 3,500 characters*) *

by the farmer, the supervisor, or an NCGA staff member with appropriate authority, 2.) Employee received the order orally or in writing & communicated confirmation of understanding of the order, & 3.) Employee refused to obey the order directly through an explicit statement of refusal or through nonperformance. Duty to Notify - Workers must notify the employer prior to voluntarily terminating their employment. All wages due will be forwarded to the last known address for Workers that leave without providing notice. It is imperative that workers provide a
complete & accurate address to the employer no later than the first day of employment. These employers have a no complete, no rehire policy. Termination for lawful job-related reasons before the specified ending date listed in this application will disqualify the employee from future employment opportunities with this employer. Workers who abandon their employment without notice during the period covered by this work agreement are terminated immediately & will be disqualified from future employment opportunities with this employer. Voluntary resignation before the specified ending date listed in this application may disqualify the employee from future employment opportunities with these employers. For workers who resign their employment voluntarily, the employer will consider & evaluate special circumstances & hardship cases on a case-by-case basis. Employees, without exception, are required to notify appropriate supervisory staff prior to voluntarily terminating their employment to be considered & eligible for exemption to the no complete - no rehire policy. Foreign H-2A workers, subject to the regulation at 20 CFR 655.135(i)(1-2), are hereby put on notice that they must leave the U.S. at the end of the certified period of employment & any extensions granted by US DOL/US DHS, or separation from the employer, whichever is earlier, as required under paragraph (i)(2) of this section, unless the H-2A worker is being sponsored by another subsequent H-2A employer. By US DHS, regulation a foreign worker may not remain beyond their authorized stay, as determined by US DHS, nor beyond separation from employment prior to completion of the H-2A contract, absent an extension or change of such worker?s status under DHS regulations. See 8 CFR 214.2(h)(5)(vii) & 8 CFR 214.2(h)(5)(viii)(b) for the actual DHS regulatory language. Discipline The employer may discipline the worker, including requiring the worker to leave the field ("time out") for a period determined by the foreman, suspension from employment for up to three days, or termination of employment as described in paragraph 18 above. Injuries: Worker will be covered by North Carolina Worker's Compensation Insurance or equivalent employer provided insurance for injuries arising out of & in the course of employment. Employer's proof of insurance coverage will be provided to the
Regional Administrator before certification is granted. Workers must report all injuries & illnesses to their employer & the North Carolina Growers Association immediately at (910) 245-2969. Failure to do so may result in termination. NCGA grower members specifically & individually attest that they will renew their workers compensation insurance policy if it is set to expire during the period covered by the labor certification in a timely manner so that there is no lapse in coverage.

. Job Offer Information 46

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - work rules

3. Details of Material Term or Condition (*up to 3,500 characters*) *

The following work rules are intended to provide guidance to workers on the standards of conduct and performance expected of them by the Employer. Violation of these rules or other lawful job-related employer requirements, including these work rules, will be considered grounds for discipline or immediate discharge. Penalties for infractions may include suspension from work without pay for the remainder of the day, or for up to three days, in the sole judgment of the Employer, depending on the seriousness of the infraction, the worker's prior record, and other relevant factors. Repeated, serious, or aggravated infractions may result in immediate discharge. Workers are expected to comply with all rules relating to discipline, attendance, work quality and quantity, cell phone use and the maintenance of all property.
1. Workers who perform fraudulent or sloppy work, as defined under Job Specifications, will be suspended without pay for the remainder of the workday or for up to three days in the sole judgment of the supervisor, depending on the degree of infraction, the worker?s prior record and other relevant factors. Discharge of the worker may result from any subsequent offense. Workers must perform their assigned work in a careful, workmanlike manner in accordance with the provisions of the work contract.
2. Use or possession of alcoholic beverages or illegal drugs is strictly prohibited during work time or during any workday before work is completed for the day (such as during meals) and will be CAUSE FOR IMMEDIATE TERMINATION; workers may not report for work under the influence of alcoholic beverages or illegal drugs and violation will be CAUSE FOR IMMEDIATE TERMINATION. Illegal drugs may not be used or kept on any employer premises, including housing at any time. Use or possession of illegal drugs, failing or refusing to take a drug test will be CAUSE FOR IMMEDIATE TERMINATION. Transporting alcohol in employer vehicles is prohibited.
3. Excessive absences and/or tardiness will not be permitted. Employees are expected to be present, on time, able and willing to perform the assigned work every scheduled workday. This is not sporadic or "day work." Excessive absences and/or tardiness are defined as: Five (5) consecutive workdays of unexcused absences and/or tardiness or seven (7) workdays in a period of (30) thirty days of unexcused absences and/or tardiness. Violation will be CAUSE FOR IMMEDIATE TERMINATION. Workers must report at assigned time and place each workday as directed by the grower or supervisor.
4. Workers must not drop paper, cans, bottles and other trash in fields, packing house, or on employer?s premises. Trash and waste receptacles must be used.
5. Workers may not take unauthorized breaks from work. This includes personal cell phone calls during work hours.
6. Workers may not leave the field or other assigned work area without permission of grower or supervisor in charge.
7. Workers may not enter employer's premises without authorization.
8. Workers may not begin work prior to scheduled starting time or continue working after stopping time unless expressly authorized by the employer.
9. Workers may not deliberately restrict production.
10. Any worker who verbally or physically threatens another worker, the farmer, or any supervisor with or without any tool or weapon WILL BE SUBJECT TO IMMEDIATE DISCHARGE.

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

H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 47

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - work rules

3. Details of Material Term or Condition (*up to 3,500 characters*) *

11. WORKERS MAY BE DISCHARGED for fighting on the employer's premises, including housing premises, at any time.
12. Workers may not post or remove any notices, signs, or other instructions or documents from the employer's bulletin boards or the employer's property without specific authority from the employer.
13. WORKERS WILL BE DISCHARGED if they steal from fellow workers or from the employer.
14. Workers may not falsify identification, personnel, medical, production or other work-related records. VIOLATORS WILL BE SUBJECT TO IMMEDIATE DISCHARGE.
15. Workers may not willfully abuse or destroy any machinery, truck or other vehicle, equipment, tools, or other property belonging to the employer or to other employees. VIOLATORS WILL BE SUBJECT TO DISCHARGE IMMEDIATELY.
16. Workers may not use or operate trucks or other vehicles, machines, tools or other equipment and property to which the worker has not been specifically assigned by his supervisor. Workers may not use or operate trucks or other vehicles, tools or other equipment or property for their personal use unless expressly authorized by the employer.
17. Workers may not misuse or remove from the farm premises without authorization from his supervisor any employer property such as trucks and other vehicles, beds, refrigerators, tools, etc. VIOLATORS WILL BE SUBJECT TO DISCHARGE IMMEDIATELY
18. Workers must obey all safety rules and common safety practices and must report any injuries or accidents to their supervisor or the employer's office immediately and North Carolina Growers Association (NCGA) as soon as is reasonably possible. UNSAFE WORK BEHAVIOR MAY SUBJECT THE VIOLATOR TO DISCHARGE.
19. Workers must follow supervisor's instructions.
20. Workers may not commit acts of insubordination - failure to regard authority.
21. Workers will not knowingly engage in any type of behavior or take any action that might cause the grower to be out of compliance with any local, state, or federal law or engage in any behavior creating a cause of action or potential cause of action for a civil lawsuit for damages against the employer.
22. No firearms or any other weapons may be brought on the employer?s premises by the worker at any time.
23. Workers may not engage in horse play, scuffling, throwing things, wasting time, or loitering during work hours. Workers may not engage in bullying or harassment at any time including verbal, physical, sexual.
24. Workers may not use cell phones, theirs, or the employers, for personal use during the work period. Workers may carry and are encouraged to use cell phones in case of a bona fide emergency.
25. Workers will be expected to perform their duties in a timely and proficient manner without close supervision
26. Workers must possess requisite physical strength and endurance to repeat the harvest process throughout the workday, working quickly and skillfully to perform activities for which they were hired.
27. Workers must work at a sustained, vigorous pace and make bona fide efforts to work efficiently and consistently that are reasonable under the climatic and other working conditions.
28. Workers will be charge for reasonable costs related to the worker?s refusal or negligent failure to return property of the employer or due to such worker?s willful damage or destruction of such property.

. Job Offer Information 48

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Work Rules

3. Details of Material Term or Condition (*up to 3,500 characters*) *

29. Workers will be expected to perform any of the listed duties and work on any crop as assigned by the workers' supervisor.
30. Workers must be able to move quickly along the rows and move in unison with the field sleds.
31. All personal Entertainment devices Prohibited at Work- Do Not bring these items with you to work.

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

H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 49

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Housing Rules

3. Details of Material Term or Condition (*up to 3,500 characters*) *

This housing is temporary in-season housing provided for migrant agricultural workers employed by the employer who are unable to commute daily from their normal place of residence. The housing provided is group housing. All residents must be mindful of the rights of other residents for quiet enjoyment of employer-provided housing. For the protection of the employer and the employer?s property, and to assure the comfort, quiet enjoyment and safety of all residents, the following housing rules will apply. Violators of the housing rules will be subject to disciplinary action, which may include termination of employment and/or removal from the housing.

1. Housing assignments will be made exclusively by the employer. Workers may occupy only the housing to which they are assigned. Workers may only sleep in rooms, areas, or units as assigned by the employer or designated supervisor. Workers may not reassign themselves nor switch housing assignments with other workers.
2. Workers assigned to bunk beds may not separate the bunk beds, as open floor space in sleeping rooms is needed by all occupants.
3. No person not assigned to the housing unit by the employer may occupy a bed or stay overnight in the housing unit.
4. Occupants must cooperate with the employer and other workers in maintaining the housing unit in a clean condition and in good repair. Workers will be required to keep the exterior area surrounding the camp clean and clear of debris. Workers are prohibited from modifying housing structures in any way or building any type of structure on the employer?s property including the area surrounding the housing.
5. Workers shall report any problem with the housing or any potential problem with compliance immediately upon discovery to the employer or designated supervisor.
6. Kitchen facilities and other common areas are for the use of all residents of the housing unit. Please be considerate of your fellow workers. Each person using the kitchen facilities must clean them up promptly after each use. All occupants must cooperate and share in the responsibility for keeping all common areas clean and maintaining them in good condition.
7. No cooking is permitted in sleeping rooms or any other non-kitchen areas.
8. Occupants are forbidden from removing batteries from smoke detectors for any reason. VIOLATION WILL BE CAUSE FOR IMMEDIATE TERMINATION.
9. Occupants must not drop paper, cans, bottles or other trash in the housing units or the surrounding area. Trash and waste receptacles must be used. Lids MUST remain on these receptacles at all times as required by law.
10. Workers living in employer?s housing may not entertain guests in or on housing premises after 10:00 p.m. Sunday through Friday, nor after 12 midnight on Saturday.
11. Occupants may not interrupt other workers rest/sleep period by excessive noise or commotion. Workers must not play loud music after 9:00 p.m. Sunday through Friday, nor after 11:00 p.m. on Saturday.
12. Fighting, horse play, scuffling, throwing things, drunkenness, loud or rowdy behavior and threatening or harassing other occupants will not be tolerated and may be cause for termination and removal from the housing.
13. Any worker who verbally or physically threatens to harm another person with or without any tool or weapon WILL BE SUBJECT TO IMMEDIATE DISCHARGE.

. Job Offer Information 50

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Housing Rules

3. Details of Material Term or Condition (*up to 3,500 characters*) *

14. No firearms or any other weapons may be brought onto the housing premises by any person other than law enforcement officials at any time.
15. Occupants may not post nor remove any notices, signs, posters, bulletin boards, or other such documents from the employer provided housing without specific authority from the employer.
16. Occupants may not willfully abuse or destroy any property at the housing owned and provided by the employer or the property belonging to other employees.
17. Occupants may not remove beds, refrigerators, stoves, tables, chairs, etc., or any other equipment from the housing premises without specific authorization from the employer. VIOLATORS WILL BE SUBJECT TO IMMEDIATE DISCHARGE.
18. Occupants must not deface, damage, or destroy the housing or contents. If a worker provided housing by the employer is found to be responsible for damage or loss to housing or furnishings other than that caused by normal wear and tear, the reasonable repair of replacement costs of the damaged or lost property may be deducted from the worker?s wages.
19. WORKERS WILL BE DISCHARGED for stealing from the employer or from other workers.
20. The use or possession of illegal drugs will be cause for immediate termination and removal from the housing. Excessive consumption of alcoholic beverages that impairs the workers ability to perform the work for which they were hired or drunkenness on farm premises, including housing and grounds, is prohibited.
21. Workers must vacate the housing and remove their belongings promptly upon termination of employment with the employer.
22. Workers will not knowingly or deliberately engage in any type of behavior or take any action that might cause the housing or the grower to be out of compliance with any local, state, or federal law, or engage in any behavior creating a cause of action or potential cause of action for a civil lawsuit for damages against the employer.

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

H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 51

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - meals details continued

3. Details of Material Term or Condition (*up to 3,500 characters*) *

Workers are not required to eat the provided meals and are free to choose their food source at their expense. If a worker who is offered 3 meals a day because kitchen facilities are not available declines the employer-provided meal program, the worker must make this election in writing on a form provided by the employer.

. Job Offer Information 52

1. Section/Item Number *		2. Name of Section or Category of Material Term or Condition *	

3. Details of Material Term or Condition (*up to 3,500 characters*) *

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