



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

A. Job Offer Information

1. Job Title * Farm worker / Acquacultural							
2. Workers Needed *	a. Total	b. H-2A Workers	Period of Intended Employment				
	4	4	3. First Date * 12/1/2023	4. Last Date * 9/30/2024			
5. Will this job generally require the worker to be on-call 24 hours a day and 7 days a week? * If "Yes", proceed to question 8. If "No", complete questions 6 and 7 below.						<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
6. Anticipated days and hours of work per week (an entry is required for each box below) *						7. Hourly Work Schedule *	
40	a. Total Hours	8	c. Monday	8	e. Wednesday	8	g. Friday
0	b. Sunday	8	d. Tuesday	8	f. Thursday	0	h. Saturday
						a. 7 : 30	<input checked="" type="checkbox"/> AM <input type="checkbox"/> PM
						b. 4 : 30	<input type="checkbox"/> AM <input checked="" type="checkbox"/> PM
Temporary Agricultural Services and Wage Offer Information							
8a. Job Duties - Description of the specific services or labor to be performed. * (Please begin response on this form and use Addendum C if additional space is needed.) See Addendum C							
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information \$	
\$ 13 .67		<input checked="" type="checkbox"/> HOUR <input type="checkbox"/> MONTH		\$ _____			
9. Is a completed Addendum A providing additional information on the crops or agricultural activities to be performed and wage offers attached to this job offer? *						<input type="checkbox"/> Yes <input checked="" type="checkbox"/> N/A	
10. Frequency of Pay: * <input checked="" type="checkbox"/> Weekly <input type="checkbox"/> Biweekly <input type="checkbox"/> Other (specify): 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.) Deductions: Social Security, Federal Tax and State Tax. Other deductions: Willful destruction of property. No deductions will be made which would bring the employee's hourly wage below the Federal Minimum Wage.							



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B. Minimum Job Qualifications/Requirements

1. Education: minimum U.S. diploma/degree required. *			
<input checked="" type="checkbox"/> None <input type="checkbox"/> High School/GED <input type="checkbox"/> Associate's <input type="checkbox"/> Bachelor's <input type="checkbox"/> Master's or higher <input type="checkbox"/> Other degree (JD, MD, etc.)			
2. Work Experience: number of <u>months</u> required. *		3	3. Training: number of <u>months</u> required. * 0
4. Basic Job Requirements (check all that apply) §			
<input type="checkbox"/> a. Certification/license requirements		<input checked="" type="checkbox"/> f. Exposure to extreme temperatures	
<input type="checkbox"/> b. Driver requirements		<input checked="" type="checkbox"/> g. Extensive pushing or pulling	
<input type="checkbox"/> c. Criminal background check		<input checked="" type="checkbox"/> h. Extensive sitting or walking	
<input checked="" type="checkbox"/> d. Drug screen		<input checked="" type="checkbox"/> i. Frequent stooping or bending over	
<input checked="" type="checkbox"/> e. Lifting requirement <u>50</u> lbs.		<input checked="" type="checkbox"/> j. Repetitive movements	
5a. Supervision: does this position supervise the work of other employees? *		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	5b. If "Yes" to question 5a, enter the number of employees worker will supervise. §
6. Additional Information Regarding Job Qualifications/Requirements. * (Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter " NONE " below) NONE			

C. Place of Employment Information

1. Place of Employment Address/Location *			
139 R and R Lane			
2. City *	3. State *	4. Postal Code *	5. County *
Rayne	Louisiana	70578	Acadia
6. Additional Place of Employment Information. (If no additional information, enter " NONE " below) *			
The directions to the work site are: 2 ½ miles east of Highway 13 on Highway 98. The work site location is where all of my equipment is located. All work encompasses this work site location. I own and operate all locations and/or worksite locations listed on the ETA Form 790.			
7. Is a completed Addendum B providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? *			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> N/A

D. Housing Information

1. Housing Address/Location *			
8380 White Oak Highway Directions to housing: 3 miles north of Highway 35 on Highway 367 on the right			
2. City *	3. State *	4. Postal Code *	5. County *
Branch	Louisiana	70516	Acadia
6. Type of Housing (check only one) *		7. Total Units *	8. Total Occupancy *
<input checked="" type="checkbox"/> Employer-provided (including mobile or range) <input type="checkbox"/> Rental or public		1	4
9. Identify the entity that determined the housing met all applicable standards: *			
<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input checked="" type="checkbox"/> Federal authority <input type="checkbox"/> Other (specify): _____			
10. Additional Housing Information. (If no additional information, enter " NONE " below) *			
See Addendum C			
11. Is a completed Addendum B providing additional information on housing that will be provided to workers attached to this job order? *			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> N/A

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E. Provision of Meals

1. Describe how the employer will provide each worker with three meals per day or furnish free and convenient cooking and kitchen facilities. *

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

Employer will provide free and convenient cooking and kitchen facilities so that entitled workers may prepare their own meals. In addition, employer will provide entitled workers with transportation to town so that the workers may purchase supplies and for banking purposes. The use of this employer provided weekly transportation is voluntary and no worker is required to utilize the services offered by the employer. The kitchen facilities may be shared. Employer will also provide cooking, food preparation and serving utensils along with housing and utilities to workers who are unable to return to their place or residence the same day, at no cost to workers. Should employer utilize rental and/or public accommodations, employer attests that such housing will be in compliance with all local, state or federal housing safety standards. All rental housing charges will be paid for by employer directly to owner/operator of accommodations.

2. The employer: *

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

☐ **WILL** charge each worker for meals at \$. 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.)

Free transportation will be provided from the housing location to the work site and return each day. In addition, employer will provide entitled workers with transportation to town so that the workers may purchase supplies and for banking purposes.

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.)

See Addendum C

3. During the travel described in Item 2, the employer will pay for or reimburse daily meals by providing each worker *

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

G. Referral and Hiring Instructions

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

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

See Addendum C

2. Telephone Number to Apply *
+1 (337) 247-2300

3. Extension §
N/A

4. Email Address to Apply *
kevinreinersfarms@yahoo.com

5. Website Address (URL) to Apply *
N/A

H. Additional Material Terms and Conditions of the Job Offer

1. Is a completed **Addendum C** providing additional information about the material terms, conditions, and benefits (monetary and non-monetary) that will be provided by the employer attached to this job order? *

☒ Yes ☐ No

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

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

- JOB OPPORTUNITY:** Employer assures that the job opportunity identified in this clearance order (hereinafter also referred to as the "job order") is a full-time temporary position being placed with the SWA in connection with an *H-2A Application for Temporary Employment Certification* for H-2A workers and this clearance order satisfies the requirements for agricultural clearance orders in 20 CFR part 653, subpart F and the requirements set forth in 20 CFR 655, subpart B. This job opportunity offers U.S. workers no less than the same benefits, wages, and working conditions that the employer is offering, intends to offer, or will provide to H-2A workers and complies with the requirements at 20 CFR part 655, subpart B. The job opportunity is open to any qualified U.S. worker regardless of race, color, national origin, age, sex, religion, handicap, or citizenship.
- NO STRIKE, LOCKOUT, OR WORK STOPPAGE:** Employer assures that this job opportunity, including all places of employment for which the employer is requesting temporary agricultural labor certification does not currently have workers on strike or being locked out in the course of a labor dispute. 20 CFR 655.135(b).
- HOUSING FOR WORKERS:** Employer agrees to provide or secure housing for the H-2A workers and those workers in corresponding employment who are not reasonably able to return to their residence at the end of the work day. That housing complies with the applicable local, State, and/or Federal standards and is sufficient to house the specified number of workers requested through the clearance system. The employer will provide the housing without charge to the worker. Any charges for rental housing will be paid directly by the employer to the owner or operator of the housing. If public accommodations or public housing are provided to workers, the employer agrees to pay all housing-related charges directly to the housing's management. The employer agrees that charges in the form of deposits for bedding or other similar incidentals related to housing (e.g., utilities) must not be levied upon workers. However, the employer may require workers to reimburse them for damage caused to housing by the individual worker(s) found to have been responsible for damage which is not the result of normal wear and tear related to habitation. When it is the prevailing practice in the area of intended employment and the occupation to provide family housing, the employer agrees to provide family housing at no cost to workers with families who request it. 20 CFR 655.122(d), 653.501(c)(3)(vi).
Request for Conditional Access to Intrastate or Interstate Clearance System: Employer assures that the housing disclosed on this clearance order will be in full compliance with all applicable local, State, and/or Federal standards at least 20 calendar days before the housing is to be occupied. 20 CFR 653.502(a)(3). The Certifying Officer will not certify the application until the employer provides evidence that housing has been inspected and approved or, in the case of rental or public accommodations, is otherwise in full compliance.
- WORKERS' COMPENSATION COVERAGE:** Employer agrees to provide workers' compensation insurance coverage in compliance with State law covering injury and disease arising out of and in the course of the worker's employment. If the type of employment for which the certification is sought is not covered by or is exempt from the State's workers' compensation law, the employer agrees to provide, at no cost to the worker, insurance covering injury and disease arising out of and in the course of the worker's employment that will provide benefits at least equal to those provided under the State workers' compensation law for other comparable employment. 20 CFR 655.122(e).
- EMPLOYER-PROVIDED TOOLS AND EQUIPMENT:** Employer agrees to provide to the worker, without charge or deposit charge, all tools, supplies, and equipment required to perform the duties assigned. 20 CFR 655.122(f), .210(d), or .302(c).



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6. **MEALS:** Employer agrees to provide each worker with three meals a day or furnish free and convenient cooking and kitchen facilities to the workers that will enable the workers to prepare their own meals. Where the employer provides the meals, the job offer will state the charge, if any, to the worker for such meals. The amount of meal charges is governed by 20 CFR 655.173. 20 CFR 655.122(g). When a charge or deduction for the cost of meals would bring the worker's wage below the minimum wage set by the FLSA at 29 U.S.C. 206, the charge or deduction must meet the requirements of 29 U.S.C. 203(m) of the FLSA, including the recordkeeping requirements found at 29 CFR 516.27.

For workers engaged in the herding or production of livestock on the range, the employer agrees to provide each worker, without charge or deposit charge, (1) either three sufficient meals a day, or free and convenient cooking facilities and adequate provision of food to enable the worker to prepare his own meals. To be sufficient or adequate, the meals or food provided must include a daily source of protein, vitamins, and minerals; and (2) adequate potable water, or water that can be easily rendered potable and the means to do so. 20 CFR 655.210(e).

7. **TRANSPORTATION AND DAILY SUBSISTENCE:** Employer agrees to provide the following transportation and daily subsistence benefits to eligible workers.

A. *Transportation to Place of Employment (Inbound)*

If the worker completes 50 percent of the work contract period, and the employer did not directly provide such transportation or subsistence or otherwise has not yet paid the worker for such transportation or subsistence costs, the employer agrees to reimburse the worker for reasonable costs incurred by the worker for transportation and daily subsistence from the place from which the worker came to work for the employer to the employer's place of employment, whether in the U.S. or abroad. The amount of the transportation payment must be no less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved. The amount the employer will pay for daily subsistence expenses are those amounts disclosed in this clearance order, which are at least as much as the employer would charge the worker for providing the worker with three meals a day during employment (if applicable), but in no event will be less than the amount permitted under 20 CFR 655.173(a). The employer understands that the Fair Labor Standards Act applies independently of the H-2A requirements and imposes obligations on employers regarding payment of wages. 20 CFR 655.122(h)(1).

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

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

If the worker has contracted with a subsequent employer who has not agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's place of employment to such subsequent employer's place of employment, the employer must provide for such expenses. If the worker has contracted with a subsequent employer who has agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's place of employment to such subsequent employer's place of employment, the subsequent employer must provide or pay for such expenses.

The employer is not relieved of its obligation to provide or pay for return transportation and subsistence if an H-2A worker is displaced as a result of the employer's compliance with the employer's obligation to hire U.S. workers who apply or are referred after the employer's date of need during the recruitment period set out in 20 CFR 655.135(d). 20 CFR 655.122(h)(2).

C. *Daily Transportation*

Employer agrees to provide transportation between housing provided or secured by the employer and the employer's place(s) of employment at no cost to the worker. 20 CFR 655.122(h)(3).

D. *Compliance with Transportation Standards*

Employer assures that all employer-provided transportation will comply with all applicable Federal, State, or local laws and regulations. Employer agrees to provide, at a minimum, the same transportation safety standards, driver licensure, and vehicle insurance as required under 29 U.S.C. 1841 and 29 CFR 500.104 or 500.105 and 29 CFR 500.120 to 500.128. If workers' compensation is used to cover transportation, in lieu of vehicle insurance, the employer will ensure that such workers' compensation covers all travel or that vehicle insurance exists to provide coverage for travel not covered by workers' compensation. Employer agrees to have property damage insurance. 20 CFR 655.122(h)(4).

8. **THREE-FOURTHS GUARANTEE:** Employer agrees to offer the worker employment for a total number of work hours equal to at least three-fourths of the workdays of the total period beginning with the first workday after the arrival of the worker at the place of employment or the advertised contractual first date of need, whichever is later, and ending on the expiration date specified in the work contract or in its extensions, if any. 20 CFR 655.122(i).

The employer may offer the worker more than the specified hours of work on a single workday. For purposes of meeting the three-fourths guarantee, the worker will not be required to work for more than the number of hours specified in the job order for a workday, or on the worker's Sabbath or Federal holidays. If, during the total work contract period, the employer affords the U.S. or H-2A worker less employment than that required under this guarantee, the employer will pay such worker the amount the worker would have earned had the worker, in fact, worked for the guaranteed number of days. An employer will not be considered to have met the work guarantee if the employer has merely offered work on three-fourths of the workdays if each workday did not consist of a full number of hours of work time as specified in the job order. All hours of work actually performed may be counted by the employer in calculating whether the period of guaranteed employment has been met. Any hours the worker fails to work, up to a maximum of the number of hours specified in the job order for a workday, when the worker has been offered an opportunity to work, and all hours of work actually performed (including voluntary work over 8 hours in a workday or on the worker's Sabbath or Federal holidays), may be counted by the employer in calculating whether the period of guaranteed employment has been met. 20 CFR 655.122(i).

If the worker is paid on a piece rate basis, the employer agrees to use the worker's average hourly piece rate earnings or the required hourly wage rate, whichever is higher, to calculate the amount due under the three-fourths guarantee. 20 CFR 655.122(i).



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If the worker voluntarily abandons employment before the end of the period of employment set forth in the job order, or is terminated for cause, and the employer follows the notification requirements in 20 CFR 655.122(n), the worker is not entitled to the three-fourths guarantee. The employer is not liable for payment of the three-fourths guarantee to an H-2A worker whom the Department of Labor certifies is displaced due to the employer's requirement to hire qualified and available U.S. workers during the recruitment period set out in 20 CFR 655.135(d), which lasts until 50 percent of the period of the work contract has elapsed (50 percent rule). 20 CFR 655.122(i).

Important Note: In circumstances where the work contract is terminated due to contract impossibility under 20 CFR 655.122(o), the three-fourths guarantee period ends on the date of termination.

9. **EARNINGS RECORDS:** Employer agrees to keep accurate and adequate records with respect to the workers' earnings at the place or places of employment, or at one or more established central recordkeeping offices where such records are customarily maintained. The records must include each worker's permanent address, and, when available, permanent email address, and phone number(s). All records must be available for inspection and transcription by the Department of Labor or a duly authorized and designated representative, and by the worker and representatives designated by the worker as evidenced by appropriate documentation. Where the records are maintained at a central recordkeeping office, other than in the place or places of employment, such records must be made available for inspection and copying within 72 hours following notice from the Department of Labor, or a duly authorized and designated representative, and by the worker and designated representatives. The content of earnings records must meet all regulatory requirements and be retained by the employer for a period of not less than 3 years after the date of certification by the Department of Labor. 20 CFR 655.122(j).

10. **HOURS AND EARNINGS STATEMENTS:** Employer agrees to furnish to the worker on or before each payday in one or more written statements the following information: (1) the worker's total earnings for the pay period; (2) the worker's hourly rate and/or piece rate of pay; (3) the hours of employment offered to the worker (showing offers in accordance with the three-fourths guarantee as determined in 20 CFR 655.122(i), separate from any hours offered over and above the guarantee); (4) the hours actually worked by the worker; (5) an itemization of all deductions made from the worker's wages; (6) if piece rates are used, the units produced daily; (7) beginning and ending dates of the pay period; and (8) the employer's name, address and FEIN. 20 CFR 655.122(k).

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

11. **RATES OF PAY:** The employer agrees that it will offer, advertise in its recruitment, and pay at least the Adverse Effect Wage Rate (AEWR), a prevailing wage rate, the agreed-upon collective bargaining rate, the Federal minimum wage, or the State minimum wage, whichever is highest, for every hour or portion thereof worked during a pay period. If the offered wage(s) disclosed in this clearance order is/are based on commission, bonuses, or other incentives, the employer guarantees the wage paid on a weekly, semi-monthly, or monthly basis will equal or exceed the AEWR, prevailing wage rate, Federal minimum wage, State minimum wage, or any agreed-upon collective bargaining rate, whichever is highest. If the applicable AEWR or prevailing wage is adjusted during the contract period, and that new rate is higher than the highest of the AEWR, the prevailing wage, the collective bargaining rate, the Federal minimum wage, or the State minimum wage, the employer will increase the pay of all employees in the same occupation to the higher rate no later than the effective date of the adjustment. If the new AEWR or prevailing wage is lower than the rate guaranteed on this job order, the employer will continue to pay at least the rate guaranteed on this job order.

If the worker is paid on a piece rate basis, the piece rate must be no less than the prevailing piece rate for the crop activity or agricultural activity and, if applicable, a distinct work task or tasks performed in that activity in the geographic area, if one has been issued. At the end of the pay period, if the piece rate does not result in average hourly piece rate earnings during the pay period at least equal to the amount the worker would have earned had the worker been paid at the appropriate hourly rate, the employer agrees to supplement the worker's pay at that time so that the worker's earnings are at least as much as the worker would have earned during the pay period if the worker had instead been paid at the appropriate hourly wage rate for each hour worked. 20 CFR 655.120, 655.122(l).

For workers engaged in the herding or production of livestock on the range, the employer agrees to pay the worker at least the monthly AEWR, the agreed-upon collective bargaining wage, or the applicable minimum wage imposed by Federal or State law or judicial action, in effect at the time work is performed, whichever is highest, for every month of the job order period or portion thereof. If the offered wage disclosed in this clearance order is based on commissions, bonuses, or other incentives, the employer guarantees that the wage paid will equal or exceed the monthly AEWR, the agreed-upon collective bargaining wage, or the applicable minimum wage imposed by Federal or State law or judicial action, whichever is highest, and will be paid to each worker free and clear without any unauthorized deductions. The employer may prorate the wage for the initial and final pay periods of the job order period if its pay period does not match the beginning or ending dates of the job order. The employer also may prorate the wage if an employee is voluntarily unavailable to work for personal reasons. 20 CFR 655.210(g).

12. **FREQUENCY OF PAY:** Employer agrees to pay workers when due based on the frequency disclosed in this clearance order. 20 CFR 655.122(m).
13. **ABANDONMENT OF EMPLOYMENT OR TERMINATION FOR CAUSE:** If a worker voluntarily abandons employment before the end of the contract period, or is terminated for cause, the employer is not responsible for providing or paying for the subsequent transportation and subsistence expenses of that worker, and that worker is not entitled to the three-fourths guarantee, if the employer notifies the U.S. Department of Labor and, if applicable, the Department of Homeland Security, in writing or by any other method specified by the Department of Labor or the Department of Homeland Security in the *Federal Register*, not later than 2 working days after the abandonment or termination occurs. A worker will be deemed to have abandoned the work contract after the worker fails to show up for work at the regularly scheduled time for 5 consecutive work days without the consent of the employer. 20 CFR 655.122(n).
14. **CONTRACT IMPOSSIBILITY:** The work contract may be terminated before the end date of work specified in the work contract if the services of the workers are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes fulfillment of the contract impossible, as determined by the Department of Labor. In the event that the work contract is terminated, the employer agrees to fulfill the three-fourths guarantee for the time that has elapsed from the start date of work specified in the work contract to the date of termination. The employer also agrees that it will make efforts to transfer the worker to other comparable employment acceptable



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to the worker and consistent with existing immigration laws. In situations where a transfer is not affected, the employer agrees to return the worker at the employer's expense to the place from which the worker, disregarding intervening employment, came to work for the employer, or transport the worker to his/her next certified H-2A employer, whichever the worker prefers. The employer will also reimburse the worker the full amount of any deductions made by the employer from the worker's pay for transportation and subsistence expenses to the place of employment. The employer will also pay the worker for any transportation and subsistence expenses incurred by the worker to that employer's place of employment. The amounts the employer will pay for subsistence expenses per day are those amounts disclosed in this clearance order. The amount of the transportation payment must not be less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved. 20 CFR 655.122(o).

The employer is not required to pay for transportation and daily subsistence from the place of employment to a subsequent employer's place of employment if the worker has contracted with a subsequent employer who has agreed to provide or pay for the worker's transportation and subsistence expenses from the present employer's place of employment to the subsequent employer's place of employment. 20 CFR 655.122(h)(2).

15. **DEDUCTIONS FROM WORKER'S PAY:** Employer agrees to make all deductions from the worker's paycheck required by law. This job offer discloses all deductions not required by law which the employer will make from the worker's paycheck and all such deductions are reasonable, in accordance with 20 CFR 655.122(p) and 29 CFR part 531. The wage requirements of 20 CFR 655.120 will not be met where undisclosed or unauthorized deductions, rebates, or refunds reduce the wage payment made to the employee below the minimum amounts required under 20 CFR part 655, subpart B, or where the employee fails to receive such amounts free and clear because the employee kicks back directly or indirectly to the employer or to another person for the employer's benefit the whole or part of the wage delivered to the employee. 20 CFR 655.122(p).
16. **DISCLOSURE OF WORK CONTRACT:** Employer agrees to provide a copy of the work contract to an H-2A worker no later than the time at which the worker applies for the visa, or to a worker in corresponding employment no later than on the day work commences. For an H-2A worker coming to the employer from another H-2A employer or who does not require a visa for entry to the United States, the employer agrees to provide a copy of the work contract no later than the time an offer of employment is made to the H-2A worker. A copy of the work contract will be provided to each worker in a language understood by the worker, as necessary or reasonable. In the absence of a separate, written work contract entered into between the employer and the worker, the work contract at minimum will be the terms of this clearance order, including all Addenda, the certified *H-2A Application for Temporary Employment Certification* and any obligations required under 8 U.S.C. 1188, 29 CFR part 501, or 20 CFR part 655, subpart B. 20 CFR 655.122(q).
17. **ADDITIONAL ASSURANCES FOR CLEARANCE ORDERS:**
- A. Employer agrees to provide to workers referred through the clearance system the number of hours of work disclosed in this clearance order for the week beginning with the anticipated first date of need, unless the employer has amended the first date of need at least 10 business days before the original first date of need by so notifying the Order-Holding Office (OHO) in writing (e.g., email notification). The employer understands that it is the responsibility of the SWA to make a record of all notifications and attempt to inform referred workers of the amended first date of need expeditiously. 20 CFR 653.501(c)(3)(i).
- If there is a change to the anticipated first date of need, and the employer fails to notify the OHO at least 10 business days before the original first date of need, the employer agrees that it will pay eligible workers referred through the clearance system the specified rate of pay disclosed in this clearance order for the first week starting with the originally anticipated first date of need or will provide alternative work if such alternative work is stated on the clearance order. 20 CFR 653.501(c)(3)(5).
- B. Employer agrees that no extension of employment beyond the period of employment specified in the clearance order will relieve it from paying the wages already earned, or if specified in the clearance order as a term of employment, providing transportation from the place of employment, as described in paragraph 7.B above. 20 CFR 653.501(c)(3)(ii).
- C. Employer assures that all working conditions comply with applicable Federal and State minimum wage, child labor, social security, health and safety, farm labor contractor registration, and other employment-related laws. 20 CFR 653.501(c)(3)(iii).
- D. Employer agrees to expeditiously notify the OHO or SWA by emailing and telephoning immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over-recruitment, or other factors have changed the terms and conditions of employment. 20 CFR 653.501(c)(3)(iv).
- E. If acting as a farm labor contractor (FLC) or farm labor contractor employee (FLCE) on this clearance order, the employer assures that it has a valid Federal FLC certificate or Federal FLCE identification card and when appropriate, any required State FLC certificate. 20 CFR 653.501(c)(3)(v).
- F. Employer assures that outreach workers will have reasonable access to the workers in the conduct of outreach activities pursuant to 20 CFR 653.107. 20 CFR 653.501(c)(3)(vii).

I declare under penalty of perjury that I have read and reviewed this clearance order, including every page of this Form ETA-790A and all supporting addendums, and that to the best of my knowledge, the information contained therein is true and accurate. This clearance order describes the actual terms and conditions of the employment being offered by me and contains all the material terms and conditions of the job. 20 CFR 653.501(c)(3)(viii). I understand that to knowingly furnish materially false information in the preparation of this form and/or any supplement thereto or to aid, abet, or counsel another to do so is a federal offense punishable by fines, imprisonment, or both. 18 U.S.C. §§ 2, 1001.

1. Last (family) name * Reiners	2. First (given) name * Kevin	3. Middle initial § J
4. Title * Owner/Manager		

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5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 9/20/2023
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For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Workers needed for rice, crawfish and soybean farm. Work includes tractor driving, field preparation, water maintenance, fertilizing, planting and harvesting of crops. Field preparation includes manual shovel work and manually hoeing weeds, spot spraying of treatments and general farm labor. General farm labor includes walking levees to check for water leaks and manually shovel to repair breaches (16%). Crawfishing involves manually cutting up of fish bait, baiting and checking traps and maintaining fields. Checking traps involves walking in water to lift trap, empty crawfish into a floating container then re-bait trap, then pull floating container to next trap (75%). 25% of crawfish traps are checked with a motorized boat. At the end of a levee the crawfish are transferred from the floating container into a sack with 50 lb +/- in each sack. Later the sacks are manually loaded on a motorized ATV and brought to a pick-up truck. All transfers are manually done. Workers must Grade and wash crawfish for shipment, make and repair traps as needed. All tools furnished. Worker must be able to lift/carry 50lbs. Monday - Friday, some Saturday/Sunday, OT varies. Allergies to ragweed, goldenrod, insect spray and related chemicals, etc. may affect worker's ability to perform job. Repair and maintain equipment - i.e. crawfish traps that are bent or crushed need to be re-molded by hand to their original shape, (3%). Help repair and maintain bins. Bins also require transfer and level of crop by use of a shovel; also pull moisture samples daily by climbing into the top of bin and use of a probe. Repair fences – walk and check for broken post and wire. If post needs to be replaced, then remove and replace by digging hole manually with a posthole digger. Repair wire with a come-along to stretch and nail with hammer and nails, (3%). Harvesting rice and soybeans - individual is required to climb on top of transport truck and level grain; the filled truck is covered with a tarp, (3%). Employer may require drug testing upon - post hire, random, upon suspicion or post-accident, at no cost the employee. Testing positive or failure to comply may result in immediate termination from employment. Job involves stooping, lifting and working outside in inclement weather conditions. All tools necessary for job are provided.</p>			

b. Job Offer Information 2

1. Section/Item Number *	D.10	2. Name of Section or Category of Material Term or Condition *	Additional Housing Information
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Mobile home with a 12' x 40' addition. Housing will be clean and meet applicable Federal Housing Standards. Workers will be responsible for maintaining housing in a neat, clean manner. Reasonable repair cost of damage, other than caused by normal wear and tear, will be deducted from the earnings of workers found to have been responsible for damage to housing or furnishings. Housing and utilities are provided at no cost to workers who are unable to return to their place of residence the same day.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	G.1	2. Name of Section or Category of Material Term or Condition *	Referral and Hiring Instructions
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Contact employer, Monday Friday, 9:00 am 4:00 pm. Referrals from the State Workforce Agencies or individual applicants who arrive at the place of employment commonly referred to as walk ins or gate hires and from other sources will be accepted until 50% of the contract period has elapsed from the application start date. Applicants may call employer during normal business hours at the number listed on the ETA 790, part II and ask to speak with Kevin Reiners. It will be the responsibility of the referring SWA office to thoroughly familiarize and inform job seekers of the job specifications, terms and conditions of this clearance order before a referral is made. Only workers meeting all qualifications on the job order should be referred. Interview may be performed, either in person or by telephone. If several applicants are to be referred at one time, it is suggested to contact employer in advance to schedule a time and date. It is requested that SWA give each referral a copy of the clearance order ETA 790 along with all attachments or at a minimum, a summary of wages, working conditions and other specifications. Workers must meet all of the following criteria:</p> <p>a) Available and ready to work for the entire season, b) Fully apprised and aware of the terms and conditions of employment, c) Legally entitled to work in the US, worker must be able to provide documentation required to enable employer to comply with the US employment verification requirements. Employers must receive the accurate and complete I-9 within (3) days of employment according to US law, d). Able, willing and qualified to perform offered, at the wage offered.</p> <p>Workers hired pursuant to the job offer from within normal commuting distance will not be provided housing, subsistence or transportation. The actual employment offer is at the sole discretion of the employer. Order holding office: Louisiana Department of Labor, Foreign Labor, Certification Unit, P.O. Box 94094, (1001 N. 23rd Street, 3rd Floor Annex), Baton Rouge, LA 70804, Phone (225) 342-7632 or Fax (225) 342-3367.</p> <p>REFERRAL INSTRUCTIONS: Applicant or State Workforce Agency Representative should contact concerning employment Kevin John Reiners, 1646 Wabash Road, Rayne, LA 70578 PH# 337-247-2300, Monday Friday 9:00 am 4:00 pm. Applicants, Workforce Agency Personnel, Walk-ins, Gate Hires, etc. may call for an interview during normal business hours at the number listed on the ETA 790.</p>			

d. Job Offer Information 4

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Transportation and daily travel subsistence provided according to regulations. The employer will reimburse the worker for the cost incurred by the worker for visa, MRV application fees (if not previously paid by employer), border crossing fees, transportation cost and reasonable subsistence from the place from which the worker came to work for the employer to the place of employment to the extent that such worker - borne expenditures reduce the worker's FLSA earnings at the first pay period or</p>			

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H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - ADDITIONAL INBOUND/OUTBOUND TRANSPORTATION AND TRAVEL SUBSISTENCE
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>no later than at the halfway point in the contract (50% period). Daily subsistence (not less than \$15.46 per day) or the current minimum subsistence amount as published in the Federal Register from the place from which the worker, without intervening employment will come to work for the employer, will be paid to workers who cannot provide receipts and the maximum or the current maximum subsistence amount published in the Federal Register travel subsistence of \$59.00 per day will be paid to the workers with acceptable receipts. The transportation reimbursement will be calculated on the worker's actual cost but no more than the most economical and reasonable similar common carrier transportation charges for the distance involved. At the option of the employer, the entire inbound transportation and subsistence expenses may be paid on or before the first payday. In the case of termination as a result of an Act of God, the employer will provide or pay the cost of return transportation and subsistence from the place of employment to the place from which the worker departed to work for the employer, except when the worker is not returning to the place of departure and has subsequent employment with H2A employer who will bear transportation expenses. In the event of such termination of a contract, the employer will make efforts to transfer the worker to other comparable employment acceptable to the worker, consistent with existing immigration law, as applicable. Whether such an event constitutes a contract impossibility will be determined by the CO. If the worker completes his contract, the employer will provide or pay the cost of return transportation and subsistence en route from the place of employment, except when the worker is not returning to the place of departure and has subsequent employment with another employer who will bear transportation expenses. In case of emergency, call Kevin John Reiners Ph# 337-247-2300. The employer will provide advance transportation for reasonable common carrier or other transportation which conforms to the Interstate Commerce Commission (ICC) inbound transportation if it is the prevailing practice. If not the prevailing practice, the employer will reimburse the worker for transportation costs and subsistence to the employer's work site. The employer will also provide advance subsistence per 24 hour period of travel from place of recruitment to the place of employment if it is the prevailing practice. Workers who voluntarily quit or are terminated for cause prior to completing 50% of the contract period will be required to reimburse the employer for the full amounts of transportation and subsistence which were advanced and/or reimbursed to the worker. Upon completion of 50% of the work contract, employer will reimburse worker for the cost of transportation and subsistence from the place of recruitment to the place of employment. Upon completion of the work contract, employer will pay reasonable cost of return transportation and subsistence from the place of employment to the place of recruitment, except when the worker will not be returning to the place of recruitment due to subsequent employment with another employer who agrees to pay such costs, in which case the employer will only pay for the transportation and subsistence to the next job. The amount of the transportation payment will be equal to the most economical and reasonable similar common carrier transportation charges for the distance involved</p>			

f. Job Offer Information 6

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - ADDITIONAL TERMS AND CONDITIONS OF THE JOB OFFER
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Some OT may be requested at \$13.67/hour. Employees may be compensated above the stated hourly wage, this decision to pay above the prevailing hourly wage will be made by the employer, basing this decision on factors that include the individual recipient's performance and work history. If the Adverse Wage Rate decreases, the employer will pay the current Adverse Wage Rate. Employer will comply with all obligations under 20 CFR 655.120(a) an employer must offer, advertise in its recruitment, and pay a wage that is the highest of the AEWR, the prevailing hourly wage or piece rate, the agreed-upon collective bargaining wage, or the Federal or State minimum wage, except where a special procedure is approved for an occupation or specific class of agricultural employment. This job offer includes crop activities included on Form ETA 790. The employer will not pay the worker a bonus based on Quality. Employer guarantees to offer employment for a minimum of of the workdays of the total specified period during which the work contract and all extensions thereof are in effect, beginning with the first day after worker arrives at the place of employment and ending on the expiration date specified in the work contract or extensions thereof. In Act of God termination, the guarantee period ends on the date of termination. Payroll Periods will be weekly. Workers will be paid on Friday each payroll period and will be provided with an earnings statement, which contains at a minimum, the hours actually worked, total earnings, piece rates/number of units (if piece rates are used) and all deductions. Employer will comply with 20 CFR 655 122 (j)-(m). (j) Earnings records. (k) Hours and earnings statements. (l) Rates of pay. (m) Frequency of pay. Employer will provide a worker referred through the interstate clearance system 40 hours of work for the week beginning with the anticipated date of need, unless employer has amended the date of need by notifying the order holding office no later than 10 days before the date of need. If employer fails to notify the order-holding office, then employer shall pay an eligible worker referred through the clearance system \$546.80, for the first week starting with the originally anticipated date of need. Employer will not require worker to perform alternative work if the guarantee cited in this section is invoked. Alternate work may be provided if the guarantee cited in this section is invoked. If a worker referred through the interstate clearance system fails to notify the order-holding office of continued interest in the job at least 5 days before the date of need, worker will be disqualified from the above-mentioned assurance.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - JOB DESCRIPTION AND REQUIREMENTS IN SPANISH
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>Trabajadores necesarios para la granja de cigalas, el arroz y la soja. El trabajo incluye tractor, conduccion, preparacin del campo, mantenimiento del agua, fertilizacin, siembra y cosecha de cultivos. Preparar el terreno incluye pala manual trabajo y manualmente azada las malas hierbas, punto de aplicacin de tratamientos y trabajo agrcola general. Trabajo agrcola general incluye caminar diques para comprobar fugas de agua y empujar manualmente para reparar las infracciones (16%). Crawfishing consiste en cortar manualmente para arriba de peces cebo, hostigamiento y control de trampas y mantenimiento de los campos. Comprobacin de las trampas consiste en caminar en el agua para levantar la trampa, cigalas vacos en un recipiente flotante entonces volver a cebo trampa, entonces contenedor flotante tire a prxima trampa (75%). 25% de las trampas de la langosta se comprueban con un bote a motor. Al final de un malecn las cigalas son transferidas del contenedor flotante en un saco con 50 lb +-en cada saco. Ms tarde los sacos son cargados en un vehculo todo terreno motor manualmente y trajo a una camioneta. Todas las transferencias se realizan manualmente. Los trabajadores deben grado y lavar cangrejos para trampas de envo y hacer reparacin segn sea necesario. Todas las herramientas amuebladas. Trabajador debe ser capaz de elevacin transporte o 50 lbs el lunes - el viernes, algunos sbados y domingos, OT vara. Empleados pueden ser compensados sobre el salario por hora establecido, esta decisin de pagar por encima de el salario por hora vigente se har por el empleador, basando esta decisin en factores que incluyen historia de rendimiento y trabajo del destinatario. Alergias a la ambrosia, vara de oro, atomizadores repelentes de insectos y relacionados con productos qumicos y pesticidas, etc. pueden afectar la capacidad del trabajador para realizar trabajo. Reparacin y mantenimiento de equipos – crawfish es decir trampas t sombrero estn doblados o aplastado necesidad de volver a ser moldeados a mano a su forma original, (3%). Ayudar a reparar y mantener los contenedores. Contenedores tambin requieren a nivel de cultivo y transferencia por uso de empellones; tambin tirar diariamente muestras de humedad subiendo en la parte superior del recipiente y la utilizacin de una sonda. Reparacin de cercas - caminar y comprobar post roto y alambre. Si el post tiene que ser reemplazado, luego retire y reemplace por agujero de excavacin manualmente con un cavador acerc. Reparar cable con un tirante para estirar y clavar con martillo y clavos, (3%). Cosecha de arroz y soja - individuo es necesaria para subir en la parte superior de transporte de camiones y nivel grano; el camion lleno se cubre con una lona, (3%). Patrn puede requerir prueba a la droga - publicar alquiler, al azar, si sospecha o post accidente, sin costo alguno al empleado. Resultados positivos o incumplimiento puede resultar en la terminacin inmediata de empleo. Trabajo consiste en agacharse, levantar y trabajar fuera de las inclemencias del tiempo. Se proporcionan todas las herramientas necesarias para el trabajo.</p>			

h. Job Offer Information 8

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	daily transportation
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>All free transportation provided will comply with local, State and Federal regulations and will provide, at a minimum, the same transportation safety standards, driver licensure and vehicle insurance as required under 29 U.S.C. 1841, 29 CFR 500.104 or 500.105 and 29 CFR 500.120 through 500.128.</p> <p>- Daily Transportation Plan</p> <p>Workers will be provided with and have access to pickup trucks for all work related and personal uses. The employer will also be available to transport workers if necessary. There will be no cost to the workers.</p> <p>- Modes of transportation</p> <p>Employer owned pickup trucks will be provided to workers. The employer will also be available to transport workers.</p> <p>- Daily Transportation Schedule</p> <p>Workers will have access to pickup trucks to drive to worksite, throughout the entire work day and to drive back to employer provided housing. The workers will also have access to pickup trucks after work for personal errands, etc.</p> <p>- Number of vehicles to be used</p> <p>A total of three vehicles will be provided to workers at no cost.</p> <p>- Type of vehicle and seating capacity for each vehicle</p> <p>(1) Extended cab pickup Truck with a capacity to seat five in the cab</p> <p>(2) Extended cab pickup Truck with a capacity to seat five in the cab</p> <p>(3) Single cab pickup truck with a capacity to seat three in the cab</p> <p>- All vehicles provided to the workers are owned by the employer.</p> <p>- All transportation/vehicles will be provided at no cost the workers. All workers are provided with free housing.</p> <p>- All transportation and/or pickup trucks, provided by employer, are available for the workers to run personal errands, purchase supplies, food, banking, etc., at no cost to the workers.</p>			

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