



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

A. Job Offer Information

1. Job Title * Farmworker/Laborer							
2. Workers Needed *	a. Total	b. H-2A Workers	Period of Intended Employment				
	4	4	3. First Date * 4/15/2024	4. Last Date * 11/19/2024			
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	7	c. Monday	7	e. Wednesday	7	g. Friday
0	b. Sunday	7	d. Tuesday	7	f. Thursday	5	h. Saturday
						a. 7 : 00	<input checked="" type="checkbox"/> AM <input type="checkbox"/> PM
						b. 3 : 00	<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 \$	
\$ 18 . 50		<input checked="" type="checkbox"/> HOUR <input type="checkbox"/> MONTH		\$ 02 . 00		AEWR + \$2.00 per 8-quart flat of strawberries. Approximate hourly rate equivalent of \$23.50. Piece rates are minimum and may change during season or hourly rates may be offered.	
9. Is a completed Addendum A providing additional information on the crops or agricultural activities to be performed and wage offers attached to this job offer? *						<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A	
10. Frequency of Pay: * <input type="checkbox"/> Weekly <input checked="" type="checkbox"/> Biweekly <input type="checkbox"/> Other (specify): <u>N/A</u>							
11. State all deduction(s) from pay and, if known, the amount(s). * (Please begin response on this form and use Addendum C if additional space is needed.) Employer will make following deductions from workers wages: -FICA taxes if required, -Federal, state and local income tax if required, -Other deductions expressly authorized or required by state or federal law, -Other deductions worker authorizes in writing.							

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B. Minimum Job Qualifications/Requirements

1. Education: minimum U.S. diploma/degree required. *			
<input checked="" type="checkbox"/> None <input type="checkbox"/> High School/GED <input type="checkbox"/> Associate's <input type="checkbox"/> Bachelor's <input type="checkbox"/> Master's or higher <input type="checkbox"/> Other degree (JD, MD, etc.)			
2. Work Experience: number of <u>months</u> required. *		3. Training: number of <u>months</u> required. *	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 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) See Addendum C			

C. Place of Employment Information

1. Place of Employment Address/Location *			
4245 Rogers Hwy.			
2. City *	3. State *	4. Postal Code *	5. County *
Britton	Michigan	49229	Lenawee
6. Additional Place of Employment Information. (If no additional information, enter " NONE " below) *			
None			
7. Is a completed Addendum B providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A

D. Housing Information

1. Housing Address/Location *			
4235 Rogers Hwy			
2. City *	3. State *	4. Postal Code *	5. County *
Britton	Michigan	49229	Lenawee
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	5
9. Identify the entity that determined the housing met all applicable standards: *			
<input type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other (specify): _____			
10. Additional Housing Information. (If no additional information, enter " NONE " below) *			
Stick-built house			
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-provided housing includes free and convenient kitchen facilities with appropriate equipment, appliances, cooking accessories, and dishwashing facilities for meal preparation. Worker purchases food and prepares meals. Employer offers no cost transportation to worker at least once a week to stores for food and other items.

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.)

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.)

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

\$ 15 . 46

per day *

b. no more than

\$ 59 . 00

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.)

Employer accepts referrals from any source. Candidates are encouraged to register at nearest employment office (i.e. Michigan Works!), to receive terms and conditions of employment. Lenawee County Michigan Works! may be reached at 800-285-9675 or by visiting their website at www.michiganworks.org.

Applicants should apply for job opportunity at nearest SWA office (20 CFR 655.152(j)). SWA advises applicants of material terms and conditions of employment, and only refers applicants for employment if applicant confirms he or she is qualified, able, willing, and available for employment. (20 CFR 655.155). SWA refers applicants to employer agent, Great Lakes Ag Labor Services, via email at wuglals@michfb.com.

Candidates may call Great Lakes Ag Labor Services at 517-391-5090, for interview during hours listed below. Employer makes hiring decision upon verification of employment qualifications.

Interview Hours:

Tuesday, Wednesday, Friday: 8:00 am to 12:00 pm
Thursday: 8:00 am to 4:30 pm

Employer will not employ undocumented or fraudulently documented workers. Upon hiring and by end of third work day, workers must present original document(s) to establish identity and employment eligibility required by INA to continue employment.

Employer is enrolled in E-Verify and will verify employment eligibility of all employees after hire.

Candidates should check with Employer one week prior to contract start date to confirm no changes to job opportunity. Candidates referred by employment office (i.e. Michigan Works!) should check with employment office 9 days and no later than 5 days prior to date of need to preserve rights under 20CFR653.501(d)(4).

Employer is equal opportunity employer and agrees to comply with assurance at 20 CFR 655.135.

Employer will notify Local Office or State agency if employment terms and conditions change due to factors including crop, weather, or recruitment conditions. Work Agreement terms may be changed upon posted notice to workers and ETA Regional Administrator approval.

2. Telephone Number to Apply *
+1 (517) 391-5090

3. Extension §
N/A

4. Email Address to Apply *
wuglals@michfb.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 655.122(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 * Robertello	2. First (given) name * Scott	3. Middle initial §
4. Title * President		

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5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 2/6/2024
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For Public Burden Statement, see the Instructions for Form ETA-790/790A.



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A.9. Additional Crop or Agricultural Activities and Wage Offer Information

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Strawberry Bonus	\$ 02 . 00	Piece Rate	Piece Rate: AEWR + \$2.00 per 8-quart Flat Approximate Hourly Rate Equivalent: \$23.50 Pay will be hourly plus piece rate. Piece rates are minimum and may change during season or hourly rates may be offered. Employer guarantees worker payment not less than state's AEWR hourly rate for each hour worked. Wage offered is current AEWR.
	Sugar Snap Peas Bonus	\$ 00 . 20	Piece Rate	Piece Rate: AEWR + \$0.20 per pound Approximate Hourly Rate Equivalent: \$23.50 Pay will be hourly plus piece rate. Piece rates are minimum and may change during season or hourly rates may be offered. Employer guarantees worker payment not less than state's AEWR hourly rate for each hour worked. Wage offered is current AEWR.
	Sweet Cherry Kapnick Large Trees Bonus	\$ 00 . 30	Piece Rate	Piece Rate: AEWR + \$0.30 per pound Approximate Hourly Rate Equivalent: \$24.50 Pay will be hourly plus piece rate. Piece rates are minimum and may change during season or hourly rates may be offered. Employer guarantees worker payment not less than state's AEWR hourly rate for each hour worked. Wage offered is current AEWR.
	Sweet Cherry Garno Small Trees Bonus	\$ 00 . 15	Piece Rate	Piece Rate: AEWR + \$0.15 per pound Approximate Hourly Rate Equivalent: \$24.50 Pay will be hourly plus piece rate. Piece rates are minimum and may change during season or hourly rates may be offered. Employer guarantees worker payment not less than state's AEWR hourly rate for each hour worked. Wage offered is current AEWR.
	Tart Cherry Bonus	\$ 02 . 00	Piece Rate	Piece Rate: AEWR + \$2.00 per 8-quart Flat Approximate Hourly Rate Equivalent: \$22.50 Pay will be hourly plus piece rate. Piece rates are minimum and may change during season or hourly rates may be offered. Employer guarantees worker payment not less than state's AEWR hourly rate for each hour worked. Wage offered is current AEWR.
	Apple Harvest Tree Picked Bonus	\$ 05 . 00	Piece Rate	Piece Rate: AEWR + \$5.00 per 20-bushel bins Approximate Hourly Rate Equivalent: \$23.50 Pay will be hourly plus piece rate. Piece rates are minimum and may change during season or hourly rates may be offered. Employer guarantees worker payment not less than state's AEWR hourly rate for each hour worked. Wage offered is current AEWR.
		\$.		
		\$.		
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		\$.		

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

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Kapnick Farm Market, Inc.	11433 Carroll Rd Blissfield, Michigan 49228 LENAWEE		4/15/2024	11/19/2024	4
Kapnick Farm Market, Inc.	4122 Billmyer Hwy Britton, Michigan 49229 LENAWEE		4/15/2024	11/19/2024	4

D. Additional Housing Information



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H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>Workers involved in orchard maintenance may be required to strip suckers or unwanted growth from trees, prune trees, thin fruit off trees and strap and tie trees. Employer will provide all equipment. Instruction will be given for each task and standards of performance communicated to workers. The specific standards for a job will be communicated and demonstrated by the supervisor before the work begins. Worker will prop and tie fruit trees and limbs. Worker will care for young non-producing fruit trees including weeding, hoeing, trunk painting, fertilizing, and growth selection by hand and clipping. Worker will provide general labor to assist in the establishment of new orchard properties by clearing property, planting trees, building trellis, repair and spreading of composted material and any other labor considered necessary for the efficient structure of new orchard properties. Worker will care for trees during growing process.</p> <p>Thinning is a manual process used to control the size and quality of grown fruit. Worker must possess ability to pick up and handle an orchard ladder weighing 50 lbs. Worker will remove the smallest fruit blossom, bud and/or identifiable fruit from within a cluster of other fruits. Workers will be expected to be able to identify and remove fruit that is misshapen, damaged and/or with other quality problems as directed by supervisors. Thinning may be done from the ground or a ladder up to 8 feet in height.</p> <p>Worker will prune, train, and position fruit trees to trellis, including clipping and tying limbs and shoots to wire from the ground or ladder up to 12 feet in height. For pruning trees, workers will receive tools for the particular job, i.e., saw, pruners and/or hand snips. These tools will be returned to Employer at the end of the task. The supervisor will set a standard or pattern for each orchard and will demonstrate and communicate this to workers. Worker will be assigned row of trees and must prune each tree according to the predetermined standard. Worker must remove all resulting materials from the trees rendered from performing pruning tasks. When pruning is complete on each tree, worker is required rake the resulting brush under the tree or rake and scatter the resulting brush in the center of the tractor/equipment middles. In some instances, pruning will be done from a 8-foot ladder weighing up to 50 lbs. All workers must be able to lift and carry the ladder, as well as work from the top of the ladder. When workers use ladders for pruning, workers will be required to pick up and return ladders to the wagon provided by the employer at the end of each work-day or as directed by the employer or designated supervisor.</p> <p>Seeds may be planted by hand. Seeds will be placed into the center of the predetermined hole in the row and placed no deeper than a half inch into the ground and covered with ground soil as instructed by supervisor. Worker will remove weeds on the farm by pulling them out by the root using their hands or by using a hoe to uproot them. Worker will hand fertilize plants as instructed by supervisor. Worker may be required operate tractors, trucks, forklifts, and wagons to transport, load, unload, harvested product from employer owned/operated worksites as directed by supervisor. Tractor driving may include additional attachments that assist with planting, harvesting, maintaining, cleaning or cultivating crops. Employer will provide additional training for these tasks.</p>			

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
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>Job requires worker to complete tasks in planting and harvest of asparagus, apple, apricot, blackberry, blueberry, concord and seedless grape, nectarine, peach, pear, plum, potato, sweet potato, pumpkin, raspberry, rhubarb, strawberry, sugar snap pea, sweet and tart cherry, and winter squash.</p> <p>Experience Requirement: 3 verifiable months of commercial fruit tree hand harvest experience. Applicants must furnish job references from employers of the last 5 years establishing acceptable prior experience.</p> <p>Drug Testing done at employers expense and not utilized as a preemployment tool.</p>			

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

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H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>For workers eligible for housing benefit, Employer agrees to provide transportation between housing provided or secured by the employer and the employer's worksite(s) at no cost to the worker. 20 CFR 655.122(h)(3).</p> <p>Employer provided transportation to/from housing site(s), worksite(s), and weekly errands will include:</p> <p>VEHICLE MAKE VEHICLE MODEL# OF SEATS 2009 Ford Flex Station Wagon 7</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
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>Employer will arrange inbound transportation via charter of 48-50 seat bus, 10-20 seat passenger van, or commercial airplane as needed. Worker may select means of transportation to place of employment, however, reimbursement is limited to lesser of per worker cost of Employer provided transportation or most economical and reasonable common carrier transportation cost. Employer will advance inbound transportation amount no later than first workweek.</p>			

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



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H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties Continued Part 1.
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Worker will carefully hand transplant plants by removing them at the base of the plant. Worker will use an employer provided hand shovel for field planting and seeding. Plants shall be handled with care as not to break, damage or bruise the plant. Worker will insert shovel face forward into center of predetermined hole not touching the sides of the plastic to prevent burning of the plant. The plant shall be placed into the ground so the root structure is entirely covered with ground soil. The plant is inserted until the first leaves are showing. Supervisor will instruct workers.</p> <p>Asparagus Harvest: Asparagus plants can grow 3 – 10 inches per day, and during growing season, the field needs to be picked daily. Worker will first attach their picker number to the containers they are harvesting in as directed by Supervisor. In an asparagus field, worker will use their hands to bend and snap the asparagus spears just above the ground as to not leave tall stubble no more than inch allowed, without pulling of spear and root out from the ground causing white ends and place in pick box weighing up to 10 lbs. When pick box is full, worker will carefully transfer the asparagus into trays weighing up to 25 lbs. Worker will pick according to grade, color and size. Asparagus pickers will be required to bend, stoop, kneel, and stand for long periods of time. Harvest conditions vary based on weather patterns and market demands. Worker may not pick up fruit that has been in contact with the ground. Pay will be hourly.</p> <p>APPLE HARVEST: Worker will be assigned a row, occasionally with a partner or group, and is responsible for picking all the proper fruit from that row, or half row as directed by supervisor. Fruit is selected from the tree according to size and/or color standard set by the picking supervisor. The entire tree must be checked to ensure removal of all fruit meeting picking requirements. Worker will first attach their picker number to the containers they are harvesting in as directed by Supervisor. Fruit is placed gently in the picking bag until bag is full. The full picking bag weighing up to 30 lbs is then gently emptied into a field bin, taking care not to spill or bruise the fruit in the container or in the field bin. Worker may also pick directly into a bushel wooden crate strapped onto the worker and then place the crates on a wagon or vehicle. Workers are required to stay on their assigned row unless directed by a supervisor to change or help another worker. Worker must keep picking containers free of limbs, leaves and rotten fruit.</p> <p>Workers must keep the work area clean and safe by keeping dropped fruit away from the bin in order to avoid slips and falls when emptying the bucket into the bin. Supervisors will explain and demonstrate picking requirements to all workers as needed at the start of the season and thereafter to ensure quality standards.</p>			

f. Job Offer Information 6

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties Continued Part 2
<p>3. Details of Material Term or Condition (up to 3,500 characters) * Care must be taken when picking so as not to damage or bruise fruit. Workers must be able to pick and dump fruit without stem pulls, punctures, bruising or other damage which diminishes quality. Field sorting may be required during harvesting in certain apple blocks due to weather damage. In some instances, harvesting will be done from an 8-foot ladder weighing up to 50 lbs. All workers must be able to lift and carry the ladder, as well as work from the top of the ladder. When workers use ladders for harvesting, workers will be required to pick up and return ladders to the wagon provided by employer at the end of each work-day or as directed by employer or supervisor. Worker will work along the row of trees to pick apples that have fallen on the ground as directed by Supervisor. Pay will be hourly plus piece rate.</p> <p>PRE-BLENDING APPLES: Worker will assist in pre-blending apples for cider by sorting apples into different large bins in the packing shed as directed by Supervisor. Pay will be hourly.</p> <p>Apricot Harvest: Worker will hand harvest apricots to quality standards. Worker will first attach their picker number to the containers they are harvesting in as directed by Supervisor. Worker will pick directly into a bushel wooden crate strapped onto the worker and then place the crates on a wagon or vehicle. Worker will pick fruit while standing on the ground and higher branches while standing on a ladder. Worker will pick according to grade, color and size by gently grasping fruit with the hands and removing from the tree in a motion so as not to harm adjacent buds on the tree branches. Worker will fill basket in a way that will distribute weight of produce evenly. Worker will carry crates of up to 30 lbs. Worker must exercise care at all times to prevent bruising of fruit or breaking of branches. Workers must be able to pick fruit without stem pulls, punctures, bruising or other damage which diminishes quality. Worker must also exercise care to prevent knocking fruit with the ladder or a prop. Worker may not pick up fruit that has been in contact with the ground. Worker must pick all fruit on the tree that meets quality standards. Pay will be hourly.</p> <p>Blackberry/Raspberry Harvest: Worker must harvest to quality standards, which change depending on weather and market conditions. Worker will hand harvest berries according to size, color and degree of maturity. Worker will first attach their picker number to the containers they are harvesting in as directed by Supervisor. Worker picks berries directly into pint containers. Worker will place full pint containers into black trays that hold 15 containers. Worker will load full black trays weighing up to 10 lbs in the vehicle. Worker picks fruit while standing or while bending over. Worker will move productivity along assigned row from start to end to harvest blackberries according to color and degree of maturity. Worker will use caution to gently pull the fruit from the stem and gently place harvested fruit into pint container. Care must be exercised at all times to prevent damaging fruit and plant. Worker may not pick up fruit that has been in contact with the ground. Pay will be hourly.</p>			

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



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H. Additional Material Terms and Conditions of the Job Offer

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 Duties Continued Part 3.
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>Blueberry Harvest: Workers will hand harvest blueberries. Worker will first attach their picker number to the containers they are harvesting in as directed by Supervisor. Worker will attach harness, bucket or bag and pick fruit while standing on the ground. Worker must visually inspect harvest bucket before each use. Worker will pick according to grade, color and size by grasping fruit with the fingers and removing from the bush in a motion so as not to harm or remove adjacent buds or immature fruit on bush branches. Worker will carry harness and bucket weighing up to 25 lbs and gently dump product into black trays. Worker must exercise care at all times to prevent damaging of fruit or breaking of branches. Harvested fruit must be bruise free. Workers may sort out any fruit not meeting the grade, color and size specifications. Worker must not handle or harvest contaminated produce. Worker will be required to stoop and bend for long periods of time. If an injury or illness occurs during harvest activities, worker must stop harvesting and report to supervisor immediately. Worker may not pick up fruit that has been in contact with the ground. Pay will be hourly.</p> <p>GRAPE HARVEST: Worker will first attach their picker number to the containers they are harvesting in as directed by Supervisor. Worker will hand harvest grapes from vines according to size, quality and color as directed by supervisor. Worker will harvest by hand and will use harvest shears and pruners to remove grapes from vines. Workers will be required to leave grapes on vine that have sour rot or dry rot. Worker will pick grape clusters directly into a harvesting lug that is strapped on. When full, the harvesting lugs weighs up to 25 lbs. The worker will gently pour the grapes from the harvesting lugs into black trays. Workers will place full black trays on a wagon or vehicle. Worker will be required to stoop, bend, safely use harvest shears or pruners for long periods of time. Worker will lift up to 50 lbs during harvest activities. Worker may not pick up fruit that has been in contact with the ground. Pay will be hourly.</p> <p>SWEET CHERRY HARVEST: Worker will be required to hand harvest sweet cherries according to established company procedures. Worker will first attach their picker number to the containers they are harvesting in as directed by Supervisor. Worker will attach bucket with harness and pick fruit while standing on ground or on a ladder up to 16 feet. Worker will pick according to grade, color and size as instructed by supervisor by grasping fruit including the stem with their hands and removing from the tree in a motion so as not to harm adjacent buds on the tree branches. Worker will pick into a bucket weighing up to 20 lbs when full, and then gently pour the product into black trays on wagons or vehicles. Care must be exercised at all times to prevent bruising of fruit or breaking of branches. Workers will be required to reach, walk, climb ladder and stand for long periods of time. Harvest conditions vary based on weather patterns and market demands. Worker may not pick up fruit that has been in contact with the ground. Pay will be hourly plus piece rate.</p>			

h. Job Offer Information 8

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties Continued Part 4.
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>TART CHERRY HARVEST: Worker will be required to hand harvest tart cherries according to established company procedures. Worker will be required to selectively harvest cherries that are proper size, maturity, grade and color as instructed by supervisor. Worker will first attach their picker number to the containers they are harvesting in as directed by Supervisor. Worker will pick into a bucket with harness and gently pour the cherries into an 8-quart flat. Once the flat is full, worker will lift flat weighing up to 20 lbs onto wagon or vehicle. Workers will pick low limbs from ground and high limbs from ladder. Workers will be required to stoop, bend, use ladder up to 8 feet and picking straps, and lift up to 50 lbs repetitively throughout the day. Worker will pick cherries without stems. Workers must exercise care at all times to not harm trees and may not pick up fruit from the ground. Pay will be hourly plus piece rate.</p> <p>PEACH/NECTARINES/PEAR HARVEST: Worker will hand harvest fruit to quality standards. Worker will first attach their picker number to the containers they are harvesting in as directed by Supervisor. Worker will pick fruit into a bushel wooden crate strapped onto the worker. The worker will place full crate weighing up to 30 lbs on a wagon or vehicle. Worker will also pick fruit into a picking bag weighing up to 20 lbs when full, and then gently dump fruit into a bin that is on the orchard floor. Worker will pick fruit while standing on the ground and higher branches while standing on a ladder. Worker will pick according to grade, color and size by gently grasping fruit with the hands and removing from the tree in a motion so as not to harm adjacent buds on the tree branches. Worker will fill crate in a way that will distribute weight of produce evenly. Worker must exercise care at all times to prevent bruising of fruit or breaking of branches. Workers must be able to pick fruit without stem pulls, punctures, bruising or other damage which diminishes quality. Worker must also exercise care to prevent knocking fruit with the ladder or a prop. Worker may not pick up fruit that has been in contact with the ground. Worker must pick all fruit on the tree that meets quality standards. Pay will be hourly.</p> <p>PLUM HARVEST: Worker will hand harvest plums to quality standards. Worker will first attach their picker number to the containers they are harvesting in as directed by Supervisor. Worker will pick plums into a bucket with a harness weighing up to 20 lbs when full. Worker will gently pour plums from the full bucket into black trays and place the full black trays weighing up to 30 lbs onto a wagon or vehicle. Worker will pick fruit while standing on the ground and higher branches while standing on a ladder. Worker will pick according to grade, color and size by gently grasping fruit with the hands and removing from the tree in a motion so as not to harm adjacent buds on the tree branches. Worker will fill bucket in a way that will distribute weight of produce evenly. Worker must exercise care at all times to prevent bruising of fruit or breaking of branches. Workers must be able to pick fruit without stem pulls, punctures, bruising or other damage which diminishes quality. Worker must also exercise care to prevent knocking fruit with the ladder or a prop. Worker may not pick up fruit that has been in contact with the ground. Worker must pick all fruit on the tree that meets quality standards. Pay will be hourly.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties Continued Part 5
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>POTATO HARVEST: Worker will hand harvest potatoes. Worker will first attach their picker number to the containers they are harvesting in as directed by Supervisor. Earlier in the season, worker will hand harvest potatoes including new potatoes by using a hand shovel to dig underneath the plant to gently to loosen the potatoes. The worker will then use their hands to pull the plant out of the ground and then remove the potatoes from the plant and place them into a 5-gallon bucket weighing up to 30 lbs. Worker will carefully dump the potatoes into black trays or a bin in the field. The black trays weighing up to 40 lbs will be lifted onto a wagon or vehicle. Later in the season, moving along assigned row, worker will walk behind mechanical potato digger and pick up potatoes that were unearthed as well as use their hands to feel in the dirt for any potatoes that were not dug up. Worker will place the potatoes in a 5-gallon bucket weighing up to 30 lbs. Worker will carefully dump the potatoes into black trays or a bin in the field. The black trays weighing up to 40 lbs will be lifted onto a wagon or vehicle. Worker must handle the potatoes carefully to not scarf/scratch the skin, especially when harvesting new potatoes. Damaged potatoes will be handled as directed by Supervisor. Harvest conditions vary based on weather patterns and market demands. Pay will be hourly</p> <p>PUMPKIN HARVEST: Worker will hand harvest pumpkins. Worker will first attach their picker number to the containers they are harvesting in as directed by Supervisor. Worker will walk down rows and bend down and cut the stem of the pumpkin from the plant using a hand clipper leaving at least a 3" stem on the pumpkin according to grade, size, shape, color and degree of maturity. Worker will pick up pumpkin and move into a row to get ready for picking up. The worker will toss the pumpkin up to another worker on a trailer pulled by a tractor traveling down rows, and worker will catch the tossed pumpkin and place into wooden, plastic or cardboard bin according to size. Care must be exercised at all times to prevent breaking off of stems, denting and skinning the pumpkin/gourd flesh. Worker must be able to lift at least 50 lbs. Worker will be required to walk, bend, kneel, stoop, stand, toss, and catch for long periods of time. Harvest conditions vary based on weather patterns and market demands. Pay will be hourly.</p> <p>RHUBARB HARVEST: Worker will first attach their picker number to the containers they are harvesting in as directed by Supervisor. Worker will harvest rhubarb by bending and stooping to slide finger down stalk to base of plant and snapping the stalks. Worker will place stalks into a pile in a vehicle or wagon. Worker will pick according to grade, size and degree of maturity. Rhubarb pickers will be required to bend, stoop, kneel, and stand for long periods of time. Harvest conditions vary based on weather patterns and market demands. Pay will be hourly.</p>			

j. Job Offer Information 10

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties Continued Part 6.
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>STRAWBERRY HARVEST: Worker must harvest to quality standards, which change depending on weather and market conditions. Worker will move productively along assigned row from start to end, stoop and bend to harvest strawberries according to color and degree of maturity. Worker will first attach their picker number to the containers they are harvesting in as directed by Supervisor. Worker will use caution to gently pull the fruit from the stem and gently place harvested fruit into quart containers. The quart containers will be placed into flats weighing up to 15 lbs. Worker will place full flats on a vehicle or wagon. Care must be exercised at all times to prevent damaging fruit and plant. Workers may need to be in bent over position for long periods of time. Pay will be hourly plus piece rate.</p> <p>SUGAR SNAP PEA HARVEST: Worker must harvest to quality standards, which change depending on weather and market conditions. Worker will first attach their picker number to the containers they are harvesting in as directed by Supervisor. Worker will use their hands to gently pull the peas off the plant. They will place peas into a bucket that weighs 20 lbs when full. The worker will gently pour the peas from the full bucket into a black tray. Worker will harvest based on size and maturity as instructed by Supervisor. Worker will be required to bend, stoop, kneel, and stand for long periods of time. Harvest conditions vary based on weather patterns and market demands. Pay will be hourly plus piece rate.</p> <p>WINTER SQUASH HARVEST: Worker will hand harvest winter squash. Worker will first attach their picker number to the containers they are harvesting in as directed by Supervisor. Worker will walk down rows of squash and bend down and cut the stem of the squash from the plant leaving at least a 1/4" stem using a hand clipper, knife or hands. Worker will harvest according to grade, size, shape, color and degree of maturity. Worker will place squash into a bin located in the field and other times the worker will place squash into trays as instructed by Supervisor. If picking into trays, worker will gently dump the full trays weighing up to 30 lbs into a bin placed on a wagon or vehicle. Worker may be required to wipe exterior dirt from squash using their hand, cloth or brush before placing into bin. Care must be exercised at all times to prevent breaking off of stems, denting, bending, bruising and skinning the squash flesh. Worker is required to walk, bend, stoop, kneel and stand for the harvest of these crops. Harvest conditions vary based on weather patterns and market demands. Worker must be able to lift 50 lbs. Pay will be hourly.</p>			

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

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H. Additional Material Terms and Conditions of the Job Offer

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 - Inbound and Outbound Continued
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Employer will not reimburse, pay for or provide inbound transportation and subsistence to worker who resides within reasonably commutable distance or who does not provide identity and employment eligibility documentation required to complete Form I-9, who has knowledge at recruitment place that worker cannot perform job order duties, who abandons employment, or who is discharged for lawful job related reasons.</p> <p>Criteria for benefit are identical for foreign and domestic workers. Worker may select means of transportation home, however, reimbursement is limited to lesser of per worker cost of Employer provided transportation or most economical and reasonable common carrier transportation cost. Worker who arranges own transportation assumes all liability and holds Employer harmless for damages, injuries, and personal or property losses, pays for transportation and subsistence and submits expense documents to Employer for reimbursement (as detailed above) to be paid by check sent via US mail or other delivery system worker requests.</p> <p>Employer will not reimburse, pay for or provide outbound transportation and subsistence to worker who resides within reasonably commutable distance, who does not provide documentation of identity and employment eligibility required to complete Form I-9, who has knowledge at recruitment place that worker cannot perform job order duties, who abandons employment, or who is discharged for lawful job related reasons.</p>			

l. Job Offer Information 12

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - Daily Transportation continued
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Vehicle(s) used will be determined by needs of the day. If number of workers requiring transportation exceeds number of seats in vehicle, Employer will make multiple trips. Sometimes, workers may walk from housing to worksite location due to proximity. All employer provided vehicles are properly inspected and insured. All drivers are properly licensed.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

m. Job Offer Information 13

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Season Commitment
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Season Commitment: Job offered requires worker be available for and worker agrees to work every day that work is available for entire employment period. Worker must be able to perform job description duties in safe manner consistent with established safety procedures. Field work begins at assigned time shortly after daylight. Work may be scheduled during moderate rain, in high humidity, when trees are wet with dew/rain, and in temperatures as low as 15 degrees F and up to 105 degrees F. Worker should have suitable clothing for variable weather conditions. Employer conducts and worker must attend orientation on workplace rules, harvest methods, crop specific issues, policies and safety information. Employer provides and worker must comply with instructions and general supervision. Other duties assigned under this order will be consistent with Farmworkers and Laborers, Crop, Nursery, and Greenhouse under Bureau of Labor Statistics Occupational Employment Statistics Standard Occupational Classification Code 45-2092.			

n. Job Offer Information 14

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Housing Additional Info
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Employer retains possession and control of housing and will conduct weekly inspections for compliance with below rules. Worker and other housing occupants must vacate housing within 48 hours of termination of employment. No person not authorized by Employer may occupy housing. 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). Employer distributes and posts housing rules. Workers who do not comply with housing rules will face progressive discipline, up to and including termination of employment and removal from housing. Employer generally uses 3-step disciplinary process: 1) written warning for first violation, 2) written warning for second violation, 3) termination upon third violation.			

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H. Additional Material Terms and Conditions of the Job Offer

o. Job Offer Information 15

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Workers Comp & Pay Period Info
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>Worker's Compensation Insurance Carrier: Farm Bureau Insurance</p> <p>Deadline for filing claim: Notice should be given as soon as practical following date of injury or death, but no later than 24 hours after incident.</p> <p>Contact information for person who is to be notified in order to file a claim: Scott Robertello at 517-673-6927</p> <p>Pay Period: Pay period is Monday through Sunday, paid following Friday.</p> <p>Employer issues paper checks. Employer may offer but not require direct deposit and payroll card as options for worker to receive wages electronically. If wages paid electronically, Supervisors will distribute payroll check stubs to workers on pay day.</p>			

p. Job Offer Information 16

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - THREE-FOURTHS GUARANTEE
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>Contract hours represent anticipated work schedule. Prevailing practice results in adjusting hours and work schedule to meet agriculture needs due to crop conditions, weather, and requirement to send product to market when fresh. When hours per day exceed job order hours, Employer offers, but not requires worker to work additional hours.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

q. Job Offer Information 17

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - No Complete, No Re-Hire Policy
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>No Complete, No Re-Hire: Voluntary termination, abandonment or termination for lawful job-related reasons before specified end date will disqualify worker from future employment opportunities with Employer. For worker who resigns employment voluntarily, Employer will consider and evaluate special circumstances and hardship on case by case basis. Worker is required to notify Employer prior to voluntarily terminating employment to be considered and eligible for exemption to no complete, no rehire policy. If no notice provided, Employer sends wages due to worker's last known address. Worker must provide complete accurate address no later than first day of employment.</p> <p>Worker may be disciplined and/or terminated for cause for violating following work rules.</p>			

r. Job Offer Information 18

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Drug Testing Additional Info
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>Disciplinary Process: Worker must work productively and in compliance with Employer policies and job instructions. Failure to follow rules and policies will result in worker discipline and may result in termination. Without limitation on at-will status, Employer generally uses 3-step disciplinary process: 1) written warning for first violation, 2) written warning for second violation 3) termination for third violation. Certain violations are so severe that they may result in termination without prior warning. Discipline Process is not contractual or guarantee of progressive discipline. Employer reserves right to determine appropriate discipline based on circumstances including the following lawful job-related reasons: a) not work efficiently or otherwise refuse without justified cause to perform directed work included in contract; b) commit serious act(s) of misconduct or serious or repeated violation(s) of employer work rules; c) fail after completing training period to perform work; d) abandon employment; e) falsify identification, personnel, medical, production or other records; f) fail or refuse to take drug test when requested (Employer reserves right to conduct for cause, non-discriminatory drug testing at Employer expense. Drug test will not be utilized as pre-employment tool.); or g) fail to obey directions.</p> <p>Alcohol And/Or Drug Use: Worker must not be under influence or impaired by alcohol, prescription legal or illegal drugs or medications, or other substances that may adversely affect alertness, coordination, reaction response or safety during work hours. Employer may require alcohol and drug testing if reasonable suspicion that worker is under influence at work, when worker suffers injury and requires medical attention or regulatory agency reporting either while on duty, or while on Employer's work premises. Testing may also be required if worker is involved in workplace injury resulting in damage to property or injury to others. Grounds for reasonable suspicion include, but are not limited to observation of slurred speech, bloodshot eyes, erratic behavior, difficulty walking, difficulty performing assignments, paraphernalia, and/or the smell of alcohol or drugs on worker. Worker agrees to testing as a condition of employment. Testing done at employer's expense and not utilized as a pre-employment tool.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

s. Job Offer Information 19

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Training Provided
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
Good Agricultural Practices Worker Protection Standards Right to Know Heat Safety Food Safety			

t. Job Offer Information 20

1. Section/Item Number *		2. Name of Section or Category of Material Term or Condition *	
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			

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