



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

**A. Job Offer Information**

1. Job Title * <b>Farmworker/Laborer</b>							
2. Workers Needed *	a. Total	b. H-2A Workers	Period of Intended Employment				
	<b>3</b>	<b>3</b>	3. First Date * <b>4/8/2024</b>	4. Last Date * <b>10/14/2024</b>			
5. Will this job generally require the worker to be on-call 24 hours a day and 7 days a week? * If "Yes", proceed to question 8. If "No", complete questions 6 and 7 below.						<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
6. Anticipated days and hours of work per week (an entry is required for each box below) *						7. Hourly Work Schedule *	
<b>40</b>	a. Total Hours	<b>7.5</b>	c. Monday	<b>7.5</b>	e. Wednesday	<b>7.5</b>	g. Friday
<b>0</b>	b. Sunday	<b>7.5</b>	d. Tuesday	<b>7.5</b>	f. Thursday	<b>2.5</b>	h. Saturday
						a. <b>8</b> : <b>00</b> <input checked="" type="checkbox"/> AM <input type="checkbox"/> PM	
						b. <b>4</b> : <b>15</b> <input checked="" type="checkbox"/> AM <input type="checkbox"/> PM	
<b>Temporary Agricultural Services and Wage Offer Information</b>							
8a. Job Duties - Description of the specific services or labor to be performed. * (Please begin response on this form and use Addendum C if additional space is needed.) <b>See Addendum C</b>							
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information \$	
<b>\$ 18 .50</b>		<input checked="" type="checkbox"/> HOUR <input type="checkbox"/> MONTH		<b>\$ _____</b>			
9. Is a completed <b>Addendum A</b> providing additional information on the crops or agricultural activities to be performed and wage offers attached to this job offer? *						<input type="checkbox"/> Yes <input checked="" type="checkbox"/> N/A	
10. Frequency of Pay: * <input checked="" type="checkbox"/> Weekly <input type="checkbox"/> Biweekly <input type="checkbox"/> Other (specify): <u>N/A</u>							
11. State all deduction(s) from pay and, if known, the amount(s). * (Please begin response on this form and use Addendum C if additional space is needed.) <b>FICA taxes if required,</b> <b>Federal, state and local income tax if required,</b> <b>Other deductions expressly authorized or required by state or federal law,</b> <b>Other deductions worker authorizes in writing.</b>							

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



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

**C. Place of Employment Information**

1. Place of Employment Address/Location *			
7990 E Horn Road,			
2. City *	3. State *	4. Postal Code *	5. County *
Lake Leelanau	Michigan	49653	Leelanau
6. Additional Place of Employment Information. (If no additional information, enter " <b>NONE</b> " below) *			
NONE			
7. Is a completed <b>Addendum B</b> providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? *			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> N/A

**D. Housing Information**

1. Housing Address/Location *			
7990 E Horn Road			
2. City *	3. State *	4. Postal Code *	5. County *
Lake Leelanau	Michigan	49653	Leelanau
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		11	48
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 " <b>NONE</b> " below) *			
NONE			
11. Is a completed <b>Addendum B</b> providing additional information on housing that will be provided to workers attached to this job order? *			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> N/A

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



**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 . 88

per day \*

b. no more than

\$ 59 . 00

per day with receipts

**G. Referral and Hiring Instructions**



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

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. Grand Traverse County Michigan Works! may be reached at 800-285-9675 or by visiting their website at [www.michiganworks.org](http://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](mailto: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 12:00 PM  
Thursday: 8:00 am 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. 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 * <a href="mailto:wuglals@michfb.com">wuglals@michfb.com</a>
5. Website Address (URL) to Apply * N/A		

H. Additional Material Terms and Conditions of the Job Offer

- |   |   |
|---|---|
| 1. Is a completed <b>Addendum C</b> providing additional information about the material terms, conditions, and benefits (monetary and non-monetary) that will be provided by the employer attached to this job order? * | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
|---|---|

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).



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

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).



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

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



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

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 * Bardenhagen	2. First (given) name * Steve	3. Middle initial §
4. Title * Owner		

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



5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 2/13/2024
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For Public Burden Statement, see the Instructions for Form ETA-790/790A.



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

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

*a. Job Offer Information 1*

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties
3.	Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *		
<p><b>Farm Laborer:</b> GENERAL FARM MAINTENANCE: Worker will complete farm maintenance tasks that include painting, power washing, mowing, cleaning, sanitizing or repairing harvest containers, repairing equipment, cleaning and storing hand tools and other general farm maintenance tasks. Worker will clean inside and around barn, cooler, greenhouse, warehouse, and housing. Assist with fences, and trellis posts and wires. Assist with construction and maintenance of season extension structures such as mini-tunnels and hoophouses. Pay will be hourly.</p> <p>FIELD DEBRIS REMOVAL: Worker will complete farm clean up tasks in field and orchard that include picking up and removing rocks, roots, brush, irrigation, plastic mulch, old string, wire, and garbage as instructed by Employer. Pay will be hourly.</p> <p>WEEDING: Worker will remove weeds from crop areas in fields. Worker may be required to pull weeds by hand taking care not to damage plants or remove weeds using a hoe or other hand held tools or equipment. Worker will NOT weed strawberry fields. Pay will be hourly.</p> <p>FIELD + SOIL PREPARATION: Worker will complete tasks such as: spreading compost, fertilizer, and soil amendments. Worker will rake beds, lay down plastic mulch and irrigation tape. Workers will use hand tools including broad forks to loosen soil and may also use a 2 wheel tractor for mowing, rototilling, and other soil preparation. Worker may operate equipment (pickup truck, Kawasaki mule, or bucket tractor) to complete tasks related to field preparation (spreading amendments, removing rocks &amp; roots, rototilling with rototiller, installing plastic mulch with bed layer. Pay will be hourly.</p> <p>SORTING: Worker will be required to sort through harvested boxes and remove debris including sticks and leaves. Quality issues must be reported to supervisor. Pay will be hourly.</p> <p>PLANTING: Worker will carefully hand transplant plants with a provided hand-shovel. Plants shall be handled with care as not to break, damage or bruise the plant, while removing them from the tray. The plants shall be placed into the ground so the root structure is entirely covered with ground soil. Plants will be planted at the spacing and depth required by the crop, as directed by supervisor. Workers may assist with planting strawberry plants, in which case the worker will ride the machine and place the plants in the drops as the machine moves along the row. Worker may use other hand tools to assist with transplanting crops, as directed by supervisor. Seeds may be planted in field by hand, or with walk behind push seeder. Seed spacing and depth will vary according to crop. Worker may also assist in greenhouse with mixing potting soil, filling growing containers with potting soil, making soil blocks, and planting seeds. Workers may assist with potting up transplants. Pay will be hourly.</p> <p>CROP MAINTENANCE: Worker will install crop supports such as metal and wooden stakes, netting. Depending on crop, workers will assist with tying up plants using string or clips. Workers will inspect for leaks in irrigation system and repair minor problems. Worker will monitor crops for signs of insect and disease and report any problems to supervisor. Worker will monitor fields for plastic mulch or landscape fabric that has come loose (by wind), and repair with additional weights or pins. Worker will work in greenhouse to assist with pruning crops such as tomatoes and cucumbers. Worker may assist with thinning unripe fruit from apricot and peach trees. Worker will work in greenhouse to assist pruning and trellising crops such as tomatoes, peppers, and cucumbers. In greenhouse, worker will assist with caring for seedlings with activities such as watering, fertilizing, and moving covers to manage warmth and provide shade. Workers will assist with ventilation in greenhouse by opening and closing sidewalls. Pay will be hourly.</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
3.	Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *		
<p>Job requires worker to complete tasks in asparagus, arugula, beans, beets, broccoli, brussel sprouts, cabbage, cauliflower, carrots, celery, celeriac, collards, corn, cucumbers, eggplant, fennel, garlic, greens, husk cherry, kale, kohlrabi, leeks, lettuce, melons, microgreens, onions, pac choi, peas, peppers, potatoes, radishes, rutabaga, shallots, shoots, spinach, squash (summer &amp; winter), swiss chard, tomatillo, tomatoes, turnips, herbs (cilantro, parsley, dill &amp; basil), cut flowers, strawberries, raspberries, cherries, blackberries, apricots, plums, peaches, grapes, gooseberries, currants, and mushrooms. Worker will NOT harvest cherries and strawberries, only pack/sort.</p> <p>Drug testing done at employers expense and not utilized as preemployment tool.</p>			

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

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



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

*c. Job Offer Information 3*

1. Section/Item Number *	<b>F.1</b>	2. Name of Section or Category of Material Term or Condition *	<b>Daily Transportation</b>
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *			
<p>Employer provided transportation to/from housing site(s), worksite(s), and weekly errands will include: Ford Transit 201814 seats 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>			

*d. Job Offer Information 4*

1. Section/Item Number *	<b>F.2</b>	2. Name of Section or Category of Material Term or Condition *	<b>Inbound/Outbound Transportation</b>
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *			
<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. will arrange inbound transportation via charter of 48-50 seat bus, 10-20 seat</p>			

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



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

**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 - Additional Job Duties 1 of 6
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>HAND HARVEST of asparagus, arugula, broccoli, cabbage, carrots, cauliflower, celery, collards, corn, fennel, greens, kale, kohlrabi, lettuce, microgreens, pac choi, radishes, shoots, spinach, Swiss chard, turnips, and herbs (cilantro, parsley, dill &amp; basil: Workers will harvest soil grown crop by hand, or with hand tools. Worker will manually gather and/or sever crops from the soil, stems, or roots as directed by supervisor. Worker will cut with knife, bunch and secure with twist ties. Workers must be careful not to bruise or cut or nick crop. Worker will place product in various size plastic container according to specified count as directed by supervisors. Hand harvest requires worker to be in a bent over position for long periods of time. Worker will transport harvested crop to warehouse by carrying, using cart, or farm vehicle. Worker must be able to lift containers of produce that weigh up to 50lbs. Worker will assemble corrugated cardboard and reusable plastic containers as needed. Pay will be hourly.</p> <p>HAND HARVEST of cucumbers, eggplant, tomatoes tomatillo, husk cherry, peppers, peas, beans, melons, and summer squash, winter squash, mushrooms, raspberries, gooseberries, blackberries: Worker must harvest crop to quality standards, which change depending on weather and market conditions. Worker will move along assigned row from start to end, stoop and bend to cut crop according to size, color, shape and degree of maturity and will gently place product into container. Workers must take care not to bruise, cut into flesh or scar crop. Worker may sometimes be directed to pick the crop manually, or if directed by supervisor, by cutting it closely off the plant with clippers, being sure to leave the calyx (cap end) attached to the fruit. Worker may be required to assemble/ make corrugated cardboard boxes. Workers will help others finish their rows as supervisors instruct. Worker may be required to place packed harvested crop into reusable plastic container and roll or lift and stack onto pallet as advised by supervisor. Worker may be instructed to clean the plant by cutting off the over mature, defective or sunburned produce items and discarding onto the ground, or into separate ?cull? container. Workers will adjust plants/vines with hands in conjunction with harvest tasks, being careful to avoid exposing unharvested crop to sunburn; or damaging vines, blooms or small growing fruits. Worker will transport harvested crop to warehouse by carrying, using cart, farm vehicle or tractor with forklift. Pay will be hourly.</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 - Additional Job Duties 2 of 6
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>HAND HARVEST of onion, garlic, shallots, leeks, green onions: Workers will harvest soil grown crop by hand, or with hand tools. Worker will manually gather and/or sever crops from the soil as directed by supervisor. Worker may be required to bunch and secure with twist ties. If directed, workers will clean the harvested crop, as directed using a spray hose to remove soil and debris. Workers must be careful not to bruise or cut or nick crop. Worker will place in various size plastic container according to specified count as directed by supervisors. Hand harvest requires worker to be in a bent over position for long periods of time. Worker must be able to lift containers of produce that weigh up to 50lbs. Worker will transport harvested crop to warehouse by carrying, using cart, or farm vehicle. Worker will assist in post-harvest tasks related to curing crops, such as laying harvested crop in field or on tables to enable drying. Once dry, workers will assist with moving onions or garlic to plastic crates for storage. Worker will transport harvested crop to warehouse by carrying, using cart, farm vehicle or forklift tractor. Worker must be able to pick up and carry 50 pounds. Pay will be hourly.</p> <p>HAND HARVEST of Cut flowers: Worker must harvest crop to quality standards, which change depending on weather and market conditions. Worker will move along assigned row from start to end, stoop and bend to cut flowers according to variety, height, color, and degree of maturity and will gently place stems into container. Workers use hand tools such as clippers provided by supervisor. Worker may be required to strip leaves from stem, bunch stems and secure with rubber bands. Workers must be careful not to damage crop. Worker will place in various size plastic buckets containing water or post-harvest solution according to specified count as directed by supervisors. Hand harvest requires worker to be in a bent over position for long periods of time. Worker must be able to lift containers of flowers that weigh up to 40lbs. Worker will transport harvested flowers to warehouse by carrying, using cart, or farm vehicle. Worker will assist with washing harvest buckets and filling with water and post-harvest solution as needed. Pay will be hourly.</p>			

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

**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 - Additional Job Duties 4 of 6
<b>3. Details of Material Term or Condition (up to 3,500 characters) *</b> PACKING ACTIVITIES: 1. Worker will be required to make boxes for harvested product to be packed into. 2. Worker will clean packing line/packing barn. 3. Worker will clean picking buckets and bins.  Worker will engage in packing activities, solely for employer's produce. Worker will carefully dump harvested product in wash tank on packing line. Worker will pack harvested product as directed by supervisor, including specifications based on but not limited to count/size/color. Care must be taken as to not damage the product. Worker will stack product on pallets as directed. Worker will label packed product if needed. Worker must be able to adapt between various crop packing formats. Some workers will operate forklift. Packing forklift driver will move palletized product to cooler or loading area as directed by supervisor. Forklift driver will also need to replace palletized product with empty pallets. Worker will load and unload semi-truck or farm truck as well as strap and unstrap trailers as directed to ensure safety and compliance.  Packing beets, carrots, fennel, garlic, kohlrabi, leeks, onions, radishes, shallots, and turnips: Workers must assist in washing and packing according to quality standards, which change depending on weather and market conditions. These crops are generally bunched with rubber bands in the field during harvest, and then washed in warehouse using spray hose to remove soil and debris. In the case that crop was not bunched in field, workers may be required to assist with bunching after washing. Workers will assist with sorting out any damaged or unacceptable (based on size, color, shape, insect damage, or other defect) items, before placing crops into storage containers.  Packing beans, corn, cucumbers, eggplant, husk cherry, peppers, peas, summer squash, tomatillo and tomatoes. Workers must assist in washing and packing according to quality standards, which change depending on weather and market conditions. Cucumbers, peppers, eggplant, and summer squash are generally lightly rinsed with spray nozzle, to remove soil and debris, before placing crops into storage containers, and placed into walk in cooler for cold storage. Peas and beans are weighed and packed into 5 lb plastic bags and placed into walk in cooler for cold storage. Tomatoes, husk cherry, and tomatillos are packed into either quart boxes or 10 lb boxes, depending on market demands.			

*h. Job Offer Information 8*

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Job Duties 5 of 6
<b>3. Details of Material Term or Condition (up to 3,500 characters) *</b> Packing leafy greens, asparagus, arugula, broccoli, cabbage, cauliflower, celery, collards, greens, kale, lettuce, pac choi, shoots, spinach, swiss chard, and herbs (cilantro, parsley, dill & basil). Workers will assist in washing and packing according to quality standards, which change depending on weather and market conditions. Asparagus is bunched into 1 lb units, hydro-cooled, and placed into sealed containers for cold storage. Collards, kale, swiss chard, celery, herbs (cilantro, parsley, and dill) crops are generally bunched with rubber bands in the field during harvest, and then hydro cooled in warehouse. After drying, they are placed into sealed storage containers and into walk in cooler. Bunched crops and heads (cabbage, pac choi, broccoli, head lettuce, cauliflower) are dumped into tank of cold water for 1-2 minutes before being removed and allowed to partially dry before being put into storage containers and placed into walk in cooler. In the case that a crop was not bunched in field, workers may be required to assist with bunching after washing. Workers may assist with washing baby greens such as arugula, spinach, baby lettuce, and shoots, by using water and sinks to triple rinse product, and then spin dry using machine spinner. To use machine spinner, worker transfers 4-5 lbs of greens at a time to basket, places spinner in machine, turns machine on for 2 minutes, removes basket from machine, and then transfers greens from basket to drying table. Depending on conditions, and market, baby greens are weighed and transferred to storage container and placed in walk in cooler. Depending on current market, workers may assist in packing greens into 5, 8, 10, 12, 16 or 80 ounce bags. Workers must assist with sorting out any damaged or unacceptable (based on size, color, shape, insect damage, or other defect) items, before placing crops into storage containers.  Packing Potatoes: Workers will assist in washing and packing according to quality standards, which change depending on weather and market conditions. Potatoes are carefully dumped onto conveyer belt by worker. As potatoes are cleaned, workers assist with sorting out any damaged or unacceptable (based on size, color, shape, insect damage, or other defect) items, before placing crops into storage containers. Worker will clean packing line/packing barn. Worker will clean picking buckets and bins.  Packing Strawberries: Workers will assist in packing according to quality standards, which change depending on weather and market conditions. Worker removes any unacceptable (based on size, color, shape, insect damage, or other defect) fruit, and assist with loading boxes of fruit onto farm vehicle. Worker will clean picking buckets and bins. Pay will be hourly.			

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



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

i. Job Offer Information 9

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Job Duties 3 of 6
3. Details of Material Term or Condition (up to 3,500 characters) * POTATO HAND/MACHINE HARVEST: Worker must stand while riding on a mechanical harvester for duration of harvest. As potato crop passes down conveyor belt on the harvester, workers will remove debris, green potatoes, stones, and spoiled potatoes and discard as directed. Worker may also hand harvest potatoes to quality standards. Workers will clean harvesting equipment daily which includes removing debris and sweeping platforms. Pay will be hourly.			

j. Job Offer Information 10

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Additional Information Regarding Job Qualifications/Requirements
3. Details of Material Term or Condition (up to 3,500 characters) * Experience Requirement: 2 verifiable months of commercial agriculture experience hand harvesting vegetables required. Applicants must furnish job references from recent employers within the past 5 years establishing acceptable prior experience. 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 fields are wet with dew/rain, and in temperatures as low as 30 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.			

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



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

k. Job Offer Information 11

1. Section/Item Number *	<b>F.2</b>	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - INBOUND AND OUTBOUND ADDITIONAL INFO
3. Details of Material Term or Condition (up to 3,500 characters) * 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. 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. 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			

l. Job Offer Information 12

1. Section/Item Number *	<b>B.6</b>	2. Name of Section or Category of Material Term or Condition *	Job Requirements - HOUSING INFORMATION
3. Details of Material Term or Condition (up to 3,500 characters) * 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 listed below. 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-2A Agricultural Clearance Order  
Form ETA-790A Addendum C  
U.S. Department of Labor



**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 - WORKERS COMP & PAY PERIOD INFO
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * Worker's Compensation Insurance Carrier: Farm Bureau Insurance Deadline for filing claim: 24 hours Contact information for person who is to be notified in order to file a claim: Steve Bardenhagen at 231-271-3026; Pay Period: Pay period is Friday through Thursday, paid Friday. Employer issues paper checks.			

*n. Job Offer Information 14*

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Contract hours
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * 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 additional hours.			

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



**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 - No Complete, No Re-Hire Policy
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * 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. Worker may be disciplined and/or terminated for cause for violating work rules.			

*p. Job Offer Information 16*

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - DRUG TESTING INFO
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * 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. 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 employers expense and not utilized as a pre-employment tool			

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

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



**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 - Training Provided
3. Details of Material Term or Condition (up to 3,500 characters) * Good Agricultural Practices Worker Protection Standards Right to Know Heat Safety			

r. Job Offer Information 18

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Deliveries
3. Details of Material Term or Condition (up to 3,500 characters) * Deliveries of Employer product will occur in various locations in following counties and states: MICHIGAN - Leelanau County, Grand Traverse County			

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

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



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

*s. Job Offer Information 19*

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Job Duties 6 of 6
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *			
<p>Worker will be required to complete the following activities: drive and operate trucks, tractors, trailers, or other agricultural equipment such as forklifts on farm premises only; routine general repairs and maintenance of farm equipment and tools on farm. Worker may load and deliver employer's product to market. Deliveries of Employer product will occur in various locations in following counties and states:</p> <p>MICHIGAN - Leelanau County, Grand Traverse County</p> <p>Pay will be hourly.</p>			

*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> ) *			

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