





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 type="checkbox"/> b. Driver requirements <input type="checkbox"/> c. Criminal background check <input type="checkbox"/> d. Drug screen <input checked="" type="checkbox"/> e. Lifting requirement <u>50</u> lbs.		<input checked="" type="checkbox"/> f. Exposure to extreme temperatures <input type="checkbox"/> g. Extensive pushing or pulling <input type="checkbox"/> h. Extensive sitting or walking <input checked="" type="checkbox"/> i. Frequent stooping or bending over <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. *			
<i>(Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter "NONE" below)</i> <b>See Addendum C</b>			

**C. Place of Employment Information**

1. Place of Employment Address/Location *				
Ranch 1: 1865 W Main Street				
2. City *	3. State *	4. Postal Code *	5. County *	
Santa Maria	California	93458	Santa Barbara County	
6. Additional Place of Employment Information. <i>(If no additional information, enter "NONE" below)</i> *				
Work will take place in various fields in and around Santa Barbara and San Luis Obispo Counties, California, which consist of one area of intended employment as defined in 20 CFR §655.103(b).				
7. Is a completed <b>Addendum B</b> providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? *				<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A

**D. Housing Information**

1. Housing Address/Location *				
Holiday Motel: 605 S. Broadway				
2. City *	3. State *	4. Postal Code *	5. County *	
Santa Maria	California	93454	Santa Barbara County	
6. Type of Housing <i>(check only one)</i> *			7. Total Units *	8. Total Occupancy *
<input type="checkbox"/> Employer-provided <input checked="" type="checkbox"/> Rental or public <i>(including mobile or range)</i>			35	106
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. <i>(If no additional information, enter "NONE" below)</i> *				
35 rooms, that will house 106 workers. Caterer-provided meals. Each worker will have their own bed. Employees will be transported to a nearby laundromat weekly. There will be a laundry stipend of \$7.00 that will be paid weekly. A local housing inspection is not required.				
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 checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A

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**E. Provision of Meals**

1. Describe how the employer will provide each worker with three meals per day or furnish free and convenient cooking and kitchen facilities. \*  
*(Please begin response on this form and use Addendum C if additional space is needed.)*  
 Workers occupying employer-provided housing will be offered three prepared meals per day. At the employer's sole discretion, the noon meal may be delivered to the daily work site on work days. A deduction of \$16.28 per day (or higher when the Department of Labor publishes the new maximum meal deduction rate or Department of Labor approves a higher meal charge) for caterer-prepared meals will be made from the paychecks of all workers occupying employer-provided housing.

2. The employer: *	<input type="checkbox"/> <b>WILL NOT</b> charge workers for meals.
	<input checked="" type="checkbox"/> <b>WILL</b> charge each worker for meals at <b>\$ 16 . 28</b> per day, if meals are provided.

**F. Transportation and Daily Subsistence**

1. Describe the terms and arrangements for daily transportation the employer will provide to workers. \*  
*(Please begin response on this form and use Addendum C if additional space is needed.)*  
 See Addendum C

2. Describe the terms and arrangements for providing workers with transportation (a) to the place of employment (i.e., inbound) and (b) from the place of employment (i.e., outbound). \*  
*(Please begin response on this form and use Addendum C if additional space is needed.)*  
 The following provisions pertaining to provision or reimbursement for inbound and return transportation and subsistence apply only to persons recruited from outside normal commuting distance.

3. During the travel described in Item 2, the employer will pay for or reimburse daily meals by providing each worker *	a. no less than	<b>\$ 16 . 28</b>	per day *
	b. no more than	<b>\$ 68 . 00</b>	per day with receipts

**G. Referral and Hiring Instructions**



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

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

Applicants should thoroughly familiarize themselves with the job specifications and the terms and conditions of employment in this Clearance Order before contacting the employer or seeking a referral. Only workers meeting all the qualifications for Employment, who are able, willing and qualified to perform the work, with or without reasonable accommodations, who are eligible for employment in the United States, and who will be available at the time and place needed, should contact or be referred to the employer. All referrals from State Workforce Agencies must be sent to the employer in writing by email and must include referral contact name, phone number, and email address if an email address is available.

Applicants who contact the Employer by telephone or in person will be screened for eligibility, availability, and willingness to perform the job as defined in the job order. Applicants will then complete a short application gathering contact information and applicant details. Telephone or in-person interviews will be at no cost to workers.

Walk-in applicants should bring with them documentation of identity and employment eligibility, so that if an offer of employment is made the required pre-employment paperwork can be completed. Walk-in applications will be accepted at:

Freshway Farms Address: Physical Address: 2165 W. Main St. Santa Maria CA 93458, Mailing Address: P.O.BOX 5369 Santa Maria CA 93456  
 Freshway Farms Referral Contact: Haydee Garcia, HR Manager, (805) 714-1418  
 Email: cristian@freshwayfarmsllc.com

Freshway Farms contact hours are Monday through Friday, 8:00 a.m. to 5:00 p.m. Collect telephone calls will not be accepted directly from job applicants and persons inquiring about employment.

2. Telephone Number to Apply * +1 (805) 714-1418	3. Extension § N/A	4. Email Address to Apply * cristian@freshwayfarmsllc.com
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
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**I. Conditions of Employment and Assurances for H-2A Agricultural Clearance Orders**

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

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



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

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

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

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

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

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

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

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

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

C. *Daily Transportation*

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

D. *Compliance with Transportation Standards*

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

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

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

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



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

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

9. **EARNINGS RECORDS:** Employer agrees to keep accurate and adequate records with respect to the workers' earnings at the place or places of employment, or at one or more established central recordkeeping offices where such records are customarily maintained. The records must include each worker's permanent address, and, when available, permanent email address, and phone number(s). All records must be available for inspection and transcription by the Department of Labor or a duly authorized and designated representative, and by the worker and representatives designated by the worker as evidenced by appropriate documentation. Where the records are maintained at a central recordkeeping office, other than in the place or places of employment, such records must be made available for inspection and copying within 72 hours following notice from the Department of Labor, or a duly authorized and designated representative, and by the worker and designated representatives. The content of earnings records must meet all regulatory requirements and be retained by the employer for a period of not less than 3 years after the date of certification by the Department of Labor. 20 CFR 655.122(j).
10. **HOURS AND EARNINGS STATEMENTS:** Employer agrees to furnish to the worker on or before each payday in one or more written statements the following information: (1) the worker's total earnings for the pay period; (2) the worker's hourly rate and/or piece rate of pay; (3) the hours of employment offered to the worker (showing offers in accordance with the three-fourths guarantee as determined in 20 CFR 655.122(i), separate from any hours offered over and above the guarantee); (4) the hours actually worked by the worker; (5) an itemization of all deductions made from the worker's wages; (6) if piece rates are used, the units produced daily; (7) beginning and ending dates of the pay period; and (8) the employer's name, address and FEIN. 20 CFR 655.122(k).

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

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

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

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

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



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

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

- 15. **DEDUCTIONS FROM WORKER'S PAY:** Employer agrees to make all deductions from the worker's paycheck required by law. This job offer discloses all deductions not required by law which the employer will make from the worker's paycheck and all such deductions are reasonable, in accordance with 20 CFR 655.122(p) and 29 CFR part 531. The wage requirements of 20 CFR 655.120 will not be met where undisclosed or unauthorized deductions, rebates, or refunds reduce the wage payment made to the employee below the minimum amounts required under 20 CFR part 655, subpart B, or where the employee fails to receive such amounts free and clear because the employee kicks back directly or indirectly to the employer or to another person for the employer's benefit the whole or part of the wage delivered to the employee. 20 CFR 655.122(p).
- 16. **DISCLOSURE OF WORK CONTRACT:** Employer agrees to provide a copy of the work contract to an H-2A worker no later than the time at which the worker applies for the visa, or to a worker in corresponding employment no later than on the day work commences. For an H-2A worker coming to the employer from another H-2A employer or who does not require a visa for entry to the United States, the employer agrees to provide a copy of the work contract no later than the time an offer of employment is made to the H-2A worker. A copy of the work contract will be provided to each worker in a language understood by the worker, as necessary or reasonable. In the absence of a separate, written work contract entered into between the employer and the worker, the work contract at minimum will be the terms of this clearance order, including all Addenda, the certified *H-2A Application for Temporary Employment Certification* and any obligations required under 8 U.S.C. 1188, 29 CFR part 501, or 20 CFR part 655, subpart B. 20 CFR 655.122(q).
- 17. **ADDITIONAL ASSURANCES FOR CLEARANCE ORDERS:**
  - A. Employer agrees to provide to workers referred through the clearance system the number of hours of work disclosed in this clearance order for the week beginning with the anticipated first date of need, unless the employer has amended the first date of need at least 10 business days before the original first date of need by so notifying the Order-Holding Office (OHO) in writing (e.g., email notification). The employer understands that it is the responsibility of the SWA to make a record of all notifications and attempt to inform referred workers of the amended first date of need expeditiously. 20 CFR 653.501(c)(3)(i).  
  
If there is a change to the anticipated first date of need, and the employer fails to notify the OHO at least 10 business days before the original first date of need, the employer agrees that it will pay eligible workers referred through the clearance system the specified rate of pay disclosed in this clearance order for the first week starting with the originally anticipated first date of need or will provide alternative work if such alternative work is stated on the clearance order. 20 CFR 653.501(c)(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 * Garcia	2. First (given) name * Haydee	3. Middle initial §
4. Title * Human Resources Manager		

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5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 3/30/2026
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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
	Hourly Wage Information I	\$ 16 . 90	Hour	Wage offer in California: \$16.90/hour for domestic and H-2A employees.
	Hourly Wage Information II	\$ 20 . 50	Hour	Crew Leader hourly rate: \$20.50/hour for domestic and H-2A employees
	Strawberry Harvesting I	\$ 02 . 20	Piece Rate	Calculation: \$16.90/\$2.20(piece rate)= 7.7 boxes The minimum strawberry piece rate will be \$2.20/piece. Rates will vary depending on the yield by field. Example: If the piece rate is \$2.20, an employee will be paid piece rate if an employee makes 7.7 boxes or more. Individual Piece Rates: Example #1. Strawberry Harvest: Examples: Example 1; Example 2; Example 3 Piece Rate (\$/Box): \$2.20; \$3.50;\$4.50. Minimum Hourly Rate of Pay:\$16.90; \$16.90; \$16.90. Expectation (Boxes/hr):7.68; 4.82; 3.72
	Strawberry Harvesting I (continued)	\$ 02 . 20	Piece R	(continued) Minimum Expectation (Boxes/hr)7.5 Minimum Piece Rate: \$2.20 Box size: 19 x 14-7/8 x 3-1/2 Box weight: 8 lbs fresh fruit Eight 1 lb clamshells per Box
	Strawberry Planting	\$ 02 . 20	Piece Rate	Planting will be paid at a piece rate with a minimum wage guarantee of the hourly base rate of \$16.90 Earning potential above the hourly minimum base rate can be achieved by exceeding the amount of pieces required to earn the base hourly rate. Calculation: \$16.90/\$2.20 (piece rate) = 7.68 x 30ft = 230ft/hr The minimum planting piece rate will be \$2.20 per 30ft. Example #2 Strawberry Planting: Examples: Example 1; Example 2. Piece Rate (\$/30ft):\$2.20; \$2.50
	Strawberry Planting (continued)	\$ 02 . 20	Piece Rate	(continued) Minimum Hourly Rate of Pay:\$16.90;\$16.90 Expectation (ft/hr): 230.5; 203 Minimum Expectation (ft/hr): 230.5 Minimum Piece rate: \$2.20
		\$ .		
		\$ .		
		\$ .		
		\$ .		

**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 §
Freshway Farms, LLC	Ranch 2: 1875 W Main Street Santa Maria, California 93458 SANTA BARBARA COUNTY		5/15/2026	10/31/2026	1900
Freshway Farms, LLC	Ranch 3 - 1885 W Main Street Santa Maria, California 93458 SANTA BARBARA COUNTY		5/15/2026	10/31/2026	1900
Freshway Farms, LLC	Ranch 4: 9050 San Antonio Rd E Santa Maria, California 93455 SANTA BARBARA COUNTY		5/15/2026	10/31/2026	1900
Freshway Farms, LLC	Ranch 5: 3651 Hwy 1 (Cabrillo Hwy) Santa Maria, California 93455 SANTA BARBARA COUNTY		5/15/2026	10/31/2026	1900
Freshway Farms, LLC	Ranch 22 - 2351 Oso Flaco Lake Rd Nipomo, California 93444 SAN LUIS OBISPO COUNTY		5/15/2026	10/31/2026	1900
Freshway Farms, LLC	Ranch 23 - 2351 Oso Flaco Lake Rd. Nipomo, California 93444 SAN LUIS OBISPO COUNTY		5/15/2026	10/31/2026	1900
Freshway Farms, LLC	Ranch 24 – 2351 Oso Flaco Lake Rd. Nipomo, California 93444 SAN LUIS OBISPO COUNTY		5/15/2026	10/31/2026	1900
Freshway Farms, LLC	Ranch 25 - 2351 Oso Flaco Lake Rd. Nipomo, California 93444 SAN LUIS OBISPO COUNTY		5/15/2026	10/31/2026	1900
Freshway Farms, LLC	Ranch 35 - 2501 Bonita Lateral Rd. Santa Maria, California 93458 SANTA BARBARA COUNTY		5/15/2026	10/31/2026	1900
Freshway Farms, LLC	Ranch 50 – 1515 Bonita School Rd Santa Maria, California 93458 SANTA BARBARA COUNTY		5/15/2026	10/31/2026	1900

**D. Additional Housing Information**



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**C. Additional Place of Employment Information**

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Freshway Farms, LLC	Ranch 51 – 1515 Bonita School Rd Santa Maria, California 93458 SANTA BARBARA COUNTY		5/15/2026	10/31/2026	1900
Freshway Farms, LLC	Ranch RG1 - 1280 Bonita School Rd Santa Maria, California 93458 SANTA BARBARA COUNTY		5/15/2026	10/31/2026	1900
Freshway Farms, LLC	Ranch RG17 - 1150 Oso Flaco Lake Rd Nipomo, California 93444 SAN LUIS OBISPO COUNTY		5/15/2026	10/31/2026	1900

**D. Additional Housing Information**



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1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
<input type="checkbox"/> Employer-provided <input checked="" type="checkbox"/> Rental or public accommodations	Economy Inn: 607 N Broadway Santa Maria, California 93545 SANTA BARBARA COUNTY	24 rooms, that will house 73 workers. Caterer-provided meals. Each worker will have their own bed. Employees will be transported to a nearby laundromat weekly. There will be a laundry stipend of \$7.00 that will be paid weekly.	24	73	<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 _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____

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

*a. Job Offer Information 1*

1. Section/Item Number *	<b>A.8a</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Duties</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  Freshway Farms seeks certification for 179 H-2A workers. A total number of 1,721 domestic workers who will not need housing. The total number of workers is 1,900. These numbers are estimates as total workforce needs are dependent upon weather, crop conditions, and worker availability.</p> <p><b>BRUSSEL HARVESTER</b></p> <p>General Job Description: As a member of a Brussel Harvesting Crew, employees are responsible for ensuring that tasks are completed in a safe and effective manner in compliance with all relevant company policies. The Brussel Harvester position is primarily responsible for performing duties associated with Brussels harvesting such as preparing the plant for harvest, sorting and grading, and harvesting. Preparing the plant for harvest requires the employee to walk down the brussel sprout rows and either pinch off the tops of plants, remove leaves, and pull weeds. Harvesting includes employees bending over and hand stripping sprouts off stalks into 10-gallon buckets for the majority of the day, carrying it to a conveyor belt typically 10 to 20 feet away, and dumping the bucket on the conveyor belt. Grading and sorting brussel sprouts will be done on the machine. It will require harvester to be standing most of the day. They will analyze individual brussel sprouts for size and quality standards as they pass through the roller conveyor belt. The defective sprouts will be removed from the grading conveyor into to a nearby trash chute. Then boxes will be stacked into the pallet. Additionally, members of the Brussels Harvesting Crew are responsible to ensure that all equipment used for harvesting is in good working condition. It is imperative that any observed or developing safety threats are immediately communicated to the supervisor.</p> <p>Relationships to Others within the Company:                  •Report to the Brussel Harvest Crew Leader with respect to daily performance and punctuality issues, however the Supervisor is responsible for hiring and terminating employees.</p> <p>Primary Duties:                  •Topping-Hand pinching off the tops of the plants, remove leaves, and pull weeds in order to prepare plants for harvest.                  •Hand stripping sprouts off stalks into 10-gallon buckets.                  •Analyzing, grading, and sorting brussel sprouts to meet to specific sizes and quality standards.                  •Discarding defective sprouts                  •Staking brussel sprout boxes onto the pallet.                  •Attending all safety trainings.                  •Report any unsafe actions, unsafe conditions, safety hazards, and/or violations of company policy.                  •Understand and follow Food Safety Practices and Good Agricultural Practices (GAP) in daily work.                  •Maintain a safe and healthy work environment by adhering to company policy, following safety policies and practices, and complying with legal regulations daily.</p> <p>Requirements/Abilities:                  •At least 2 consecutive months of intensive bed cleaning experience as defined above.                  •Ethics: treats coworkers with respect, is honest;                  •Focus: Follow instructions, take directions, retain training information, comply with company policy and legal regulations.                  •Dependable: Reports to work on time without excessive unnecessary absences. Completes work in a timely manner. Consistently follows instructions, takes responsibility for his or her own actions, keeps commitments.                  •Quality Oriented: works safely, accurately and efficiently, meets and strives to increase productivity and improves efficiencies.                  •Communicates: listens and gets clarification as needed, responds well to questions, contributes ideas and suggestions.                  •A safety-first attitude that promotes a safe and healthy culture.</p>			

*b. Job Offer Information 2*

1. Section/Item Number *	<b>A.11</b>	2. Name of Section or Category of Material Term or Condition *	<b>Deductions from Pay</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  The following deductions will be made from the worker's pay: FICA (if applicable); federal income tax withholding (if applicable); state and/or local tax withholding (if applicable); recovery of any loss to the Company due to damage or loss of equipment; housing or furnishings (beyond normal wear and tear) caused by the worker (if any) - the employer will not deduct from the wage or require any reimbursement from an employee for any cash shortage, breakage, or loss of equipment, unless it can be shown that such shortage, breakage, or loss is caused by a dishonest or willful act, or by the gross negligence of the employee; medical insurance payments, if applicable; cash advances, if applicable; and deductions expressly authorized by the worker in writing (if any). No deductions except those required or permitted by law will be made .</p>			

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

c. Job Offer Information 3

1. Section/Item Number *	<b>B.6</b>	2. Name of Section or Category of Material Term or Condition *	Additional Information Regarding Job Qualifications/Requirements
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>Minimum Job Requirements: One complete season (2 months) experience of strawberry harvesting / One complete season of Intensive Bed Cleaning (2 months)/One complete season for Field Preparation work (2 months). Workers must stand, sit, crouch, bend, reach, lift and carry items weighing up to 50 pounds in the course of performing required activities. Must have use of both hands. Must be able to use hand tools, including cutting knives. Must be able to work under conditions where skin and clothing become heavily soiled with mud, water, grease, etc. Must be able to work outdoors in inclement weather conditions, including rain, cold, high winds, etc. Work involves frequent bending and working in bent or stooped positions. Must be able to walk and stand up extensively. No smoking, illegal drugs, alcohol or weapons of any sort in the housing or working fields.</p>			

d. Job Offer Information 4

1. Section/Item Number *	<b>F.1</b>	2. Name of Section or Category of Material Term or Condition *	Daily Transportation
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>Company will offer transportation at no cost to workers occupying Company-provided housing to the work site and return on a daily basis. The use of this transportation is voluntary. No worker will be required, as a condition of employment, to utilize any of transportation offered by the Company. Workers who choose to utilize employer-provided transportation will not be charged for such use. Workers are free to provide their own transportation to and from the daily work site.</p>			

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

*e. Job Offer Information 5*

1. Section/Item Number *	<b>A.8a</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Duties - Work Schedule</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  The normal work week is 6 hours per day, Monday through Friday and 5 hours on Saturday (35 hours per week). Workers may be requested to work on Sundays or Federal Holidays depending on the conditions of the fields, weather, and maturity of the crop. Overtime may be requested. However, Employer does not require overtime or work on Sundays and Federal Holidays. The employer will abide by the seventh (7) day of rest rules. The Employer abides by California Wage Order 14. Employer will abide by the double time rules of Wage Order 14. (i.e. Agricultural employees are generally entitled to time and one-half pay for the first eight hours worked on the seventh consecutive day of work in any given workweek, and double-time pay for all work performed in excess of eight hours on the seventh consecutive day of work in any given workweek.)</p> <p>Workdays and hourly work schedule may vary depending on weather, production, and workforce. The tentative schedule will be Monday through Saturday. The estimated start time will be between 5:00 a.m.-8:00 a.m. and the estimated end time will be between 12:00 p.m.-5:00 p.m. (depending on the start time). Workers are notified of any change in the start time. An unpaid lunch break of 30 minutes and two paid 10-minute work breaks are provided for a work period greater than six (6) hours. On workdays of less than 5 hours no lunch break will be provided. Workers must refrain from performing any work during scheduled rest breaks and for the full period of the scheduled lunch break. Workers will be assigned a specific work schedule at the sole discretion of the employer. Work schedule assignments may be changed at the sole discretion of the employer.</p> <p>The work described in this Clearance Order is regular, full-time work requiring all workers to be available for work on a daily basis. This is not "day work". Tardiness and/or unexcused absences will not be tolerated and will result in disciplinary action as set forth in the employer's employment policies.</p> <p>All workers not occupying employer-provided housing must provide the employer with contact information before the worker commences employment. This contact information will be used to notify the worker not to report to work due to inclement weather or when work is not available, to notify the worker of any change in the worker's daily work schedule, or for any other reason.</p> <p>Employees may experience a temporary reduction in work and/or a temporary work stoppage due to the natural agricultural cycle.</p>			

*f. Job Offer Information 6*

1. Section/Item Number *	<b>A.8a</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Duties - Training</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  Workers must be able to perform the job and its requirements as defined in this clearance order after a reasonable period of on-the-job training. The following trainings will occur within the first 3 days of work: Worker Protection Standards, Heat Illness Prevention Program training, Illness and Injury Prevention Program Training, Emergency Action Plan Training, GAP Food Safety training and General Field safety Training. Workers will also receive 1 hour of sexual harassment prevention training.</p>			

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

*g. Job Offer Information 7*

1. Section/Item Number *	<b>A.8a</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Duties - Production Standards</b>
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * Specific expectations regarding the number of boxes harvested per hour will vary depending on the productivity available in the field at any given time. Harvesters are expected to harvest at an average speed of at minimum 7.5 crates per hour. Production must be within this base and within the average ranch yield to retain employment. Harvesters must be able to perform the job, and its requirements as defined in this job description after a reasonable period of time. We consider 3 days from an employee's initial date of employment as a reasonable period of time.  Workers will be expected to keep up with the production standards which is determined by comparing daily productivity within 25% of the highest producing crew member daily. If workers fail to keep up with the average minimum standard as defined above, workers may be offered alternate work, if available, or, after notice, workers may be terminated for cause.			

*h. Job Offer Information 8*

1. Section/Item Number *	<b>A.8a</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Duties - Performance Standards</b>
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) * <b>PERFORMANCE STANDARDS:</b>  a. Must act with respect to employer-designated representatives and following specific work-related instructions b. Must not commit acts of misconduct, such as severe or willful damage/injury housing, equipment, or fighting or willful injury to co-worker(s) or any other person c. Must not engage in work during the period of this contract for any person other than employer d. Must not violate any U.S., State, or local law e. Must not fail to report for work without justified cause f. Must not leave work without employer's permission g. Must not possess firearms or other weapons without prior employer authorization; and h. No drinking alcoholic beverages on the job or engage in other substance abuse.			

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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 - Terminations
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  The employer may terminate the worker with notification to the Employment Service if the worker: (a) refuses without justified cause to perform work for which the worker was recruited and hired; (b) commits serious acts of misconduct; (c) fails to reach production standards when production standards are applicable or fails to timely or adequately complete the work as requested at the time work is required to be performed; or (d) violation of company policies, procedures, and/or performance standards as stated in the company handbook and in this job order.</p> <p>Additional Grounds for Termination: Violation of Performance Standards and Company Policies:</p> <ul style="list-style-type: none"> <li>a. Failure or refusal after any break-in period to satisfactorily complete duties described in (job specifications) with reasonable diligence</li> <li>b. Failure to perform work in accordance with terms of this agreement</li> <li>c. Wanton disrespect to employer-designated representative and not following specific work-related instructions</li> <li>d. Committing an act of misconduct, such as severe or willful damage to housing, equipment, or fighting or willful injury to co-worker(s) or any other person</li> <li>e. Engaging in work during the period of this contract for any person other than employer</li> <li>f. Violating any U.S., State, or local laws</li> <li>g. Failure to report for work without justified cause</li> <li>h. Leaving work without employer's permission</li> <li>i. Possession of firearms or other weapons without prior employer authorization; and</li> <li>j. Drinking alcoholic beverages on the job or other substance abuse.</li> </ul> <p>Employer will apply the above standards on a nondiscriminatory basis as required by law. All employees must respect and follow company policies as stated in the company handbook including any new or changed policies which may be communicated during the course of the season. Employees must work in a safe manner and adhere to all safety training provided by the company. Employees must follow the directions of their supervisors regarding work efficiency and quality—the work must adhere to the quality standards of the grower for which they are working.</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 - Dispute Resolution Agreement
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  A copy of the applicable rules and policies will be provided to each worker on or before the first day of work, which includes a Dispute Resolution Agreement (DRA) outlining procedures to follow in raising concerns to seek their prompt resolution with an option to arbitrate unresolved matters; the DRA will be provided to employees with a copy of the H-2A Contract/Clearance Order. The DRA does not preclude the Employee from filing claims with the America's Job Center of California offices (AJCCs) under the Employment Services Complaint System. Every employee exercising rights under the law or under the DRA is protected from retaliation from any member of the Company's management team (e.g., for filing any administrative claim such as through the AJCCs or pursuing a claim through arbitration, regardless of the outcome). In furtherance of our goal to be more environmentally conscientious, returning employees (both foreign and domestic) will only be issued new and updated policies since their last employment date, although all legally required documents will be provided. Failure to comply with the Company policies and/or meet expectations will result in the applications of disciplinary procedures, up to and including termination.</p>			

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

*k. Job Offer Information 11*

1. Section/Item Number *	<b>A.8a</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Duties - Wage Offer I</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  WAGE OFFER</p> <p>Wage offer in California: \$16.90/hour for domestic and H-2A employees.                  Crew Leader hourly rate: \$20.50/hour for domestic and H-2A employees</p> <p>Piece rate offer – see below</p> <p>Workers will be guaranteed not less than the higher of the AEWR in effect at the time work is performed, the prevailing hourly wage or piece rate, the agreed upon collective bargaining wage, or the Federal or State minimum wage for all hours worked. Employer will guarantee the required wage for work performed in California. Higher wage rates (piece rates) may apply during contract period based on market conditions and/or crop/job activity, but no less than the required rate. Employer assures that the required wage rate will be paid during the entire period of the work contract and at the time that work is performed. Employer guarantees that if the piece rate results in an average hourly wage rate below the required wage, the employer will pay workers no less than the required hourly wage. The Employer may pay an hourly rate higher than the AEWR based on the experience level of an employee, length of employment with this employment, skill quality, market conditions and/or crop/job activity.</p> <p>If the prevailing wage (hourly or piece rate) or AEWR increases during the contract period, the employer will pay any higher rate after written notice is received from the Department of Labor. Notice can be in the form of a written letter or publication in the Federal Register.</p> <p>If the worker is paid on a piece rate and at the end of the pay period 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 worker's pay must be supplemented 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. Employer may pay a different wage (i.e. piece rate) but only if such wage change results in a wage equal to or higher than the AEWR or published prevailing rate, if any. Such different piece rates may apply during the contract period based on market conditions.</p>			

*l. Job Offer Information 12*

1. Section/Item Number *	<b>A.8a</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Duties - Wage Offer II</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b></p> <p><b>Overtime: Workers will be paid overtime after 8 hours per day and or 40 hours per week for work performed in California. The employer will abide by the seventh (7) day of rest rules.</b></p> <p><b>Overtime wage rate California:</b></p> <p><b>One and one-half times the regular rate of pay for work performed in California (\$16.90 per hour, \$25.35 per hour and \$33.80 for double time: i.e., double the employee's regular rate of pay for all hours worked over eight (8) on the seventh (7th) consecutive day of work in the workweek. Regular rate of pay during piece rate pay is determine pursuant to DIR guidelines.</b></p> <p><b>Employer assures that they will pay the highest of such rates prevailing hourly wage rate; or federal/state minimum wage rates.</b></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>A.8a</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Duties - Frequency of Pay</b>
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p><b>Frequency of pay: Weekly</b></p> <p>Workers will be paid on a weekly basis by check. Payday is Saturday of the week following the end of the payroll period.</p>			

*n. Job Offer Information 14*

1. Section/Item Number *	<b>A.8a</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Duties - Housing Information I</b>
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>The employer will offer housing, bedding (mattresses, blankets, sheets, towels, pillows and pillow cases), storage for personal belongings, and utilities at no cost to workers recruited from beyond normal commuting distances who are unable to return to their place of residence on a daily basis. The Employer assures that all rental and/or public accommodations will meet local, State or Federal Standards.</p> <p>Freshway Farms attests to the following: The public accommodations are compliant with the applicable housing health and safety standards set forth by the regulations in 20 CFR 655.122(d)(1)(ii). The units rented are sufficient to accommodate the number of workers requested. As per the hotel owner, Rajendra Panchal, (805) 406-3016, local fire inspections are required.</p> <p>Housing is offered to workers only. No housing will be provided to non-workers. Employer-provided housing will be clean and in compliance with applicable housing standards when made available for occupancy and will be maintained in compliance with applicable standards during the period of occupancy. Workers occupying employer-provided housing will be responsible for maintaining their living areas in a neat, clean manner and in compliance with the employer's "Housing Complex Rules", a copy of which will be provided upon assignment to housing. Specifically, workers must maintain housing in the same conditions as provided by the employer at the time of initial occupancy (i.e., beds may not be moved closer together; mattresses may not be moved onto the floor). Failure to comply with these rules may result in disciplinary action, up to and including removal from the housing and termination of employment.</p>			

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

*o. Job Offer Information 15*

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Housing Information II
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *			
Family housing:			
As provided by regulation, housing is to be provided to families who request it and only if it is the prevailing practice in the area of intended employment. It is not the practice in Santa Barbara County, California, to provide family housing.			
Workers may be reached at the following address and phone number			
ADDRESS: 2165 W. Main St. Santa Maria CA 93458 PHONE: 805-349-7175			
The following provisions apply to workers occupying employer-provided housing:			
Workers eligible for employer-provided housing may elect to provide their own housing at the worker's expense. Such election must be in writing. The employer assumes no responsibility whatsoever for housing arranged by workers on their own. The employer will not provide a housing allowance or assistance to workers eligible for employer-provided housing who elect to provide their own housing. Workers who elect to provide their own housing will not be offered daily transportation to and from the work site and transportation to and from shopping facilities, and must provide or arrange their own transportation.			
Workers eligible for employer-provided housing who elect to provide their own housing may withdraw such election at any time during the period of employment, and upon doing so will be provided housing by the employer as set forth in this Clearance Order. A worker who elects to provide his or her own housing and subsequently withdraws such election may not again elect to provide his or her own housing during the same employment season.			
No tenancy in employer-provided housing is created by the offer of employer-provided housing. The employer retains possession and control of the housing premises at all times. Workers housed under the terms of this Clearance Order shall vacate the housing promptly upon termination of employment.			
If both male and female workers are hired, separate toilet, shower facilities, and sleeping rooms, will be provided by the employer. Common areas of the housing may be shared with male workers.			
Reasonable repair costs of damage other than that caused by normal wear and tear will be deducted from the earnings of workers found to have been responsible for willful, dishonest, or gross negligent action resulting to damage to housing or furnishings. The employer will not make any deduction from the wage or require any reimbursement from an employee for any cash shortage, breakage, or loss of equipment, unless it can be shown that such shortage, breakage, or loss is caused by a dishonest or willful act, or by the gross negligence of the employee.			

*p. Job Offer Information 16*

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Arrival/Departure Records
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *			
ARRIVAL/DEPARTURE RECORDS:			
Employees permit the Employer and/or employer's agents to access electronically issued arrival/departure records (Form I-94) issued by the Customs and Border Protections.			

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

q. Job Offer Information 17

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Required Departure
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p><b>REQUIRED DEPARTURE:</b> H-2A workers must depart the United States at the completion of the work contract period. H-2A workers must also depart the U.S. immediately, upon termination of employment, either voluntarily or involuntarily. If registration upon departure is required, employer will notify such H-2A workers of the required departure registration and the place and manner of such registration.</p>			

r. Job Offer Information 18

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties 1
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p><b>BRUSSEL HARVESTER</b></p> <p>Performance Standards: Specific expectations will vary depending on the yield on each field at any given time. Production must be within this base and within the average ranch yield to retain employment. Harvesters must be able to perform the job, and its requirements as defined in this job description after a reasonable period of time. We consider 3 days from an employee's initial date of employment as a reasonable period of time.</p> <p>Physical Requirements: The Brussel Harvester position is a predominantly physical/manual labor position. The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is required to work in an outdoor environment; tolerate wide variations in temperature; lift and carry up to 60 pounds on uneven surfaces repeatedly throughout the work day; demonstrate good visual development; walk, bend, reach, and stand with bent legs for long periods of time; demonstrate sufficient hand, arm, and finger dexterity to be able to perform the major responsibilities of the job including harvesting fruit, setting up, positioning, moving materials, and manipulating tools and equipment repeatedly throughout the day. The employee may be asked to work irregular or extended hours.</p> <p>Responsibilities to continually seek and implement ways to improve.</p> <p>This job description is intended to describe the general nature of the work performed by employees in this job and is not an exhaustive list of all job responsibilities. At Freshway Farms, all of the positions include broad responsibilities to continually seek and implement ways to improve quality and profits and to ensure that everything we do is done with integrity and efficiency.</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>A.8a</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Duties - Job Duties 2</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  INTENSIVE BED CLEANING CREW LEADER</p> <p>General Job Description: The Intensive Bed Cleaning Crew Leader works as part of the intensive bed cleaning crew. The leader will be responsible for ensuring that tasks are completed in a safe and effective manner in compliance with all relevant company policies. This position is primarily responsible for ensuring that all unwanted debris is removed from the strawberry beds to help maintain the health of the strawberry plant. The role requires employees to bend over for extended periods of time, walking down the furrows and individually assessing each plant. The removal of runners (foliage), dead leaves, old stems, organic matter, weeds, overripe/rotted fruit, and any other unwanted materials from the tops of the beds will be performed using hand shears and sickle knives. Additionally, it is the crew leaders responsibility to ensure that all equipment used for ground preparation is in good working condition. It is imperative that any observed or developing safety threats are immediately communicated to the supervisor.</p> <p>This is not a supervisory role. The Crew Leader reports to the Supervisor and will not hire or terminate employees.</p> <p>Relationships to Others within the Company:</p> <ul style="list-style-type: none"> <li>•Reports to Supervisor</li> <li>•Collaborates with Ranch Supervisors and Assistant Farm Manager.</li> <li>•Communicates closely with Human Resources/Employee Services and Safety personnel</li> </ul> <p>Primary Duties:</p> <ul style="list-style-type: none"> <li>•Monitor employees as they are removing runners/foilage), dead leaves, old stems, organic matter, weeds, overripe/rotted fruit, and any other unwanted materials from the strawberry bed tops and inspect beds to ensure employees are performing the task to company standards.</li> <li>•Track the number of feet per hour an employee is completing.</li> <li>•Monitors the safe use of shears and sickle knives to ensure compliance with safety standards.</li> <li>•Reviews and verifies timesheets for accuracy and completion.</li> <li>•Provides status updates on the completion of intensive bed cleaning tasks, attendance, or performance issues.</li> </ul> <p>Other Duties:</p> <ul style="list-style-type: none"> <li>•Attending all safety trainings.</li> <li>•Report any unsafe actions, unsafe conditions, safety hazards, and/or violations of company policy.</li> <li>•Understanding and following Food Safety Practices and Good Agricultural Practices (GAP) in daily work.</li> <li>•Maintaining a safe and healthy work environment by adhering to company policy, following safety policies and practices, and complying with legal regulations daily.</li> </ul>			

t. Job Offer Information 20

1. Section/Item Number *	<b>A.8a</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Duties - Job Duties 3</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  INTENSIVE BED CLEANING CREW LEADER</p> <p>Requirements/Abilities:</p> <ul style="list-style-type: none"> <li>•At least 2 consecutive months of intensive bed cleaning experience as defined above.</li> <li>•Leadership: loyal to and supportive of the Company's goals and values, leads by example, is respectful and approachable, contributes to a safe work environment and a positive culture.</li> <li>•Interpersonal Skills: able to enforce Company policies while maintaining healthy working relationships with co-workers</li> <li>•Ethics: treats coworkers with respect, is honest,</li> <li>•Focus: Follow instructions, take directions, retain training information, comply with company policy and legal regulations.</li> <li>•Dependable: Reports to work on time without excessive unnecessary absences. Completes work in a timely manner. Consistently follows instructions, takes responsibility for his or her own actions, keeps commitments.</li> <li>•Quality Oriented: works safely, accurately and efficiently, meets and strives to increase productivity and improves efficiencies.</li> <li>•Communicates: listens and gets clarification as needed, responds well to questions, contributes ideas and suggestions, remains open to others' ideas.</li> <li>•A safety-first attitude that promotes a safe and healthy culture.</li> </ul> <p>Performance Standards: The Intensive Bed Cleaning Crew Leader should carefully lead, conduct, monitor and complete tasks as directed by supervisors. They should use good judgement in daily work and be committed in communicating instruction in the clearest manner. Specific expectations will vary depending on the debris on the strawberry beds in the field at any given time. Employees must be able to perform the job, and its requirements as defined in this job description after a reasonable period of time. We consider 3 days from an employee's initial date of employment as a reasonable period of time.</p> <p>Physical Requirements: The Intensive Bed Cleaning Crew Lead position is a predominantly physical/manual labor position. The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is required to work in an outdoor environment; tolerate wide variations in temperature; lift and carry up to 25 pounds on uneven surfaces repeatedly throughout the work day; demonstrate good visual development; walk, bend, reach, and stand with bent legs for long periods of time; demonstrate sufficient hand, arm, and finger dexterity to be able to perform the major responsibilities of the job including harvesting fruit, setting up, positioning, moving materials, and manipulating tools and equipment repeatedly throughout the day in a safe manner. The employee may be asked to work irregular or extended hours.</p> <p>Responsibilities to continually seek and implement ways to improve.</p> <p>This job description is intended to describe the general nature of the work performed by employees in this job and is not an exhaustive list of all job responsibilities. At Freshway Farms, all of the positions include broad responsibilities to continually seek and implement ways to improve quality and profits and to ensure that everything we do is done with integrity and efficiency</p>			

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

*u. Job Offer Information 21*

1. Section/Item Number *	<b>A.8a</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Duties - Job Duties 5</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>  <b>INTENSIVE BED CLEANING</b></p> <p>Performance Standards: Specific expectations will vary depending on the debris on the strawberry beds in the field at any given time. Employees must be able to perform the job, and its requirements as defined in this job description after a reasonable period of time. We consider 3 days from an employee's initial date of employment as a reasonable period of time.</p> <p>Physical Requirements: The Intensive Bed Cleaning position is a predominantly physical/manual labor position. The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is required to work in an outdoor environment; tolerate wide variations in temperature; lift and carry up to 25 pounds on uneven surfaces repeatedly throughout the work day; demonstrate good visual development; walk, bend, reach, and stand with bent legs for long periods of time; demonstrate sufficient hand, arm, and finger dexterity to be able to perform the major responsibilities of the job including harvesting fruit, setting up, positioning, moving materials, and manipulating tools and equipment repeatedly throughout the day in a safe manner. The employee may be asked to work irregular or extended hours.</p> <p>Responsibilities to continually seek and implement ways to improve.</p> <p>This job description is intended to describe the general nature of the work performed by employees in this job and is not an exhaustive list of all job responsibilities. At Freshway Farms, all of the positions include broad responsibilities to continually seek and implement ways to improve quality and profits and to ensure that everything we do is done with integrity and efficiency.</p>			

*v. Job Offer Information 22*

1. Section/Item Number *	<b>A.8a</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Duties - Job Duties 4</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>  <b>INTENSIVE BED CLEANING</b></p> <p>General Job Description: As a member of the Intensive Bed Cleaning crew, employees are responsible for ensuring that tasks are completed in a safe and effective manner in compliance with all relevant company policies. This position is primarily responsible for removing all unwanted debris from the strawberry beds to help maintain the health of the strawberry plant. The role requires employees to bend over for extended periods of time, walking down the furrows and individually assessing each plant. The removal of runners (foliage), dead leaves, old stems, organic matter, weeds, overripe/rotted fruit, and any other unwanted materials from the tops of the beds will be performed using hand shears and sickle knives.</p> <p>Other Relationships Within the Strawberry Program:        •Report to the Intensive Bed Cleaning Crew Leader with respect to daily performance and punctuality issues, however the Supervisor is responsible for hiring and terminating employees.</p> <p>Primary Duties:        •Individually assessing each plant while walking through the furrows.        •Removing runners(foliage), dead leaves, old stems, organic matter, weeds, overripe/rotted fruit, and any other unwanted materials from the strawberry bed tops.        •Using shears and sickle knives in a safe and responsible manner.</p> <p>Other Duties:        •Attends safety trainings.        •Reports any unsafe actions, unsafe conditions, safety hazards, and/or violations of company policy.        •Understands and follows Food Safety Practices and Good Agricultural Practices (GAP) in daily work.        •Maintains a safe and healthy work environment by adhering to company policy, following safety policies and practices, and complying with legal regulations daily.</p> <p>Primary Requirements/Abilities (includes but is not limited to the following):        •At least 2 consecutive months of intensive bed cleaning experience as defined above.        •Ethics: treats coworkers with respect, is honest.        •Focus: Follow instructions, take directions, retain training information, comply with company policy and legal regulations.        •Dependable: Reports to work on time without excessive unnecessary absences. Completes work in a timely manner. Consistently follows instructions, takes responsibility for his or her own actions, keeps commitments.        •Quality Oriented: Works safely, accurately and efficiently. Meets and strives to exceed productivity standards and improve efficiencies.        •Communicates: Listens and gets clarification as needed, responds well to questions, contributes ideas and suggestions, remains open to others' ideas        •A safety-first attitude that promotes a safe and healthy culture.</p>			

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

w. Job Offer Information 23

1. Section/Item Number *	<b>A.8a</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Duties - Job Duties 6</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  STRAWBERRY PLANTING</p> <p>General Job Description: As a member of the Planting Crew, employees are responsible for ensuring that tasks are completed in a safe and effective manner in compliance with all relevant company policies. This position is primarily responsible for planting. The employee will carry a bag with plants in it. They will walk and bend as they are moving across the fields. They will select a plant with a root and discard the plants that do not meet quality standards. Placement of the plant is an important element of this task. The plant needs to be placed in the center of the designated area in the bed. The root needs to be reinforced tightly with the dirt. The root of the plant should be covered while the plant itself is above the bed uncovered.</p> <p>Relationships Within the Company:                  •Report to the Planting Crew Leader with respect to daily performance and punctuality issues, however the Supervisor is responsible for hiring and terminating employees.</p> <p>Primary Duties:                  •Place the plant in the designated area correctly.                  •Discard plant that do not meet quality standards.                  •Exceed the minimum planting speed of 275 feet per hour.</p> <p>Other Duties:                  •Attends safety trainings.                  •Reports any unsafe actions, unsafe conditions, safety hazards, and/or violations of company policy.                  •Understands and follows Food Safety Practices and Good Agricultural Practices (GAP) in daily work.                  •Maintains a safe and healthy work environment by adhering to company policy, following safety policies and practices, and complying with legal regulations daily.</p> <p>Primary Requirements/Abilities (includes but is not limited to the following):                  •At least 2 consecutive months of planting experience as defined above.                  •Ethics: treats coworkers with respect, is honest;                  •Focus: Follow instructions, take directions, retain training information, comply with company policy and legal regulations.                  •Dependable: Reports to work on time without excessive unnecessary absences. Completes work in a timely manner. Consistently follows instructions, takes responsibility for his or her own actions, keeps commitments.                  •Quality Oriented: Works safely, accurately and efficiently. Meets and strives to exceed productivity standards and improve efficiencies.                  •Communicates: Listens and gets clarification as needed, responds well to questions, contributes ideas and suggestions, remains open to others' ideas                  •A safety-first attitude that promotes a safe and healthy culture.</p>			

x. Job Offer Information 24

1. Section/Item Number *	<b>A.8a</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Duties - Job Duties 7</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  STRAWBERRY PLANTING</p> <p>Compensation: This is a piece rate position with a minimum wage hourly guarantee. Piece rates vary throughout the season and are determined by our management team. The minimum piece rate is \$2.10. Earning potential above the hourly minimum base rate can be achieved by exceeding the number of pieces required to earn the base hourly rate.</p> <p>Performance Standards: The expectation is a minimum of 275 feet per hour. Employees must be able to perform the job, and its requirements as defined in this job description after a reasonable period of time. We consider 3 days from an employee's initial date of employment as a reasonable period of time.</p> <p>Physical Requirements: The Planting position is a predominantly physical/manual labor position. The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is required to work in an outdoor environment; tolerate wide variations in temperature; lift and carry up to 25 pounds on uneven surfaces repeatedly throughout the work day; demonstrate good visual development; walk, bend, reach, and stand with bent legs for long periods of time; demonstrate sufficient hand, arm, and finger dexterity to be able to perform the major responsibilities of the job including harvesting fruit, setting up, positioning, moving materials, and manipulating tools and equipment repeatedly throughout the day in a safe manner. The employee may be asked to work irregular or extended hours.</p> <p>Responsibilities to continually seek and implement ways to improve.                  This job description is intended to describe the general nature of the work performed by employees in this job and is not an exhaustive list of all job responsibilities. At Freshway Farms, all of the positions include broad responsibilities to continually seek and implement ways to improve quality and profits and to ensure that everything we do is done with integrity and efficiency.</p>			

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

y. Job Offer Information 25

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties 8
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  GROUND PREPARATION: Strawberries</p> <p>General Job Description: As a member of the Strawberry Ground Preparation crew, the employee will be responsible for completing tasks safely and effectively, following all company policies. The employee's primary responsibility will be assisting with ground preparation. Please note that the employee will not be operating tractors. Employees will be positioned (sitting) on the rear of the tractor performing the following activities: install plastic and drip tape in the strawberry beds using an implement. Employees will use hand shovels to create manmade buffers to create distance between blocks for ease of access. Employees will install an irrigation system on the internal roads. The employer will provide a knife or rosette for cutting plastic or tape. Employee will be asked to unroll polytubing hose and place it along the strawberry beds for irrigation system installation. Additionally, members of the ground preparation crew are responsible to ensure that all equipment used for ground preparation is in good working condition. It is imperative that any observed or developing safety threats are immediately communicated to the supervisor.</p> <p>Relationship to Others within the Company:                  •Reports to Project/Spray crew leader with respect to daily performance and punctuality issues, however the Supervisor is responsible for hiring and terminating employees.</p> <p>Primary Duties:                  •Application of plastic mulch on strawberry beds under the direction of a trained tractor driver and supervisor.                  •Use of shovels to make handmade buffers to create distance between blocks for ease of access.                  •Laying out and installing irrigation materials for the irrigation system with direction from irrigators and supervisors.                  •Monitor and adjust calibration of equipment to optimize performance as needed and under the guidance of the crew leader.</p> <p>Other Duties:                  •Reports equipment in need of maintenance or repair to the crew leader or supervisor promptly.                  •Attends all safety trainings.                  •Reports any unsafe actions, unsafe conditions, safety hazards, and/or violations of company policy.                  •Understands and following Food Safety Practices and Good Agricultural Practices (GAP) in daily work.                  •Maintains a safe and healthy work environment by adhering to company policy, following safety policies and practices, and complying with legal regulations daily.</p> <p>Requirements/Abilities:                  •At least 2 consecutive months of intensive bed cleaning experience as defined above.                  •Ethics: treats coworkers with respect, is honest.                  •Focus: Follow instructions, take directions, retain training information, comply with company policy and legal regulations.                  •Dependable: Reports to work on time without excessive unnecessary absences. Completes work in a timely manner. Consistently follows instructions, takes responsibility for his or her own actions, keeps commitments.                  •Quality Oriented: works safely, accurately and efficiently, meets and strives to increase productivity and improves efficiencies.                  •Communicates: listens and gets clarification as needed, responds well to questions, contributes ideas and suggestions.                  •A safety-first attitude that promotes a safe and healthy culture.</p>			

z. Job Offer Information 26

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties 9
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  GROUND PREPARATION: Strawberries</p> <p>Performance Standards: The strawberry ground preparation crew member should carefully conduct, and complete activities as directed by the crew leader and supervisors. They should use good judgement in daily work and be committed to clarifying any instruction that is not completely clear by asking questions as necessary. Employees must be able to perform the job, and its requirements as defined in this job description after a reasonable period of time. We consider 3 days from an employee's initial date of employment as a reasonable period of time.</p> <p>Physical Requirements: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is required to work in an outdoor environment, tolerate wide variances in temperatures, lift up to 60 pounds repeatedly, stand and walk on uneven surfaces, demonstrate good visual acuity, bend and stretch for long periods of time, read and write, be able to enter and exit a vehicle safely, demonstrate sufficient dexterity of hands, arms and fingers to be able to perform the principal responsibilities of the job, including to position and move materials and equipment repeatedly throughout the day. The employee may be asked to work irregular or extended work hours and days.</p> <p>This job description is intended to describe the general nature of the work performed by employees in this job. It is not an exhaustive list of all the job's responsibilities. At Freshway Farms, all of our jobs include broad responsibilities for continually searching for and implementing ways to improve quality and profitability and to ensure that all that we do is done safely and with integrity.</p>			

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. Job Offer Information 27

1. Section/Item Number *	<b>A.8a</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Duties - Job Duties 10</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  STRAWBERRY HARVEST CREW LEADER</p> <p>General Job Description: Strawberry Harvest Crew Leaders are responsible for overseeing the daily operation of the harvest crew (including the harvest support team), ensuring that harvesting is completed in compliance with all relevant company policies and that all related documentation is completed correctly. The Harvest Crew Leader is responsible for ensuring that harvesters remove all ripe fruit from the plant while also ensuring that that the pack meets quality standards. Depending upon production needs, a Strawberry Harvest Crew Leader may periodically be called upon to perform limited plant care, harvesting, or other duties as needed. Additionally, the Crew Leader will be responsible to ensure that all equipment used for strawberry harvesting is in good working condition. It is imperative that any observed or developing safety threats are immediately communicated to the supervisor. Please note that the employee will not be operating machinery. Non-supervisory role - Crew Leader reports to Ranch Supervisor and will not hire or terminate employees.</p> <p>Relationship to Others within the Company</p> <ul style="list-style-type: none"> <li>•Reports to the Ranch Supervisor</li> <li>•Communicates closely with Employee Services and Safety personnel</li> <li>•Works in collaboration with Production Coordinators and Assistant Farm Manager.</li> </ul> <p>Primary Duties</p> <ul style="list-style-type: none"> <li>•Production</li> </ul> <p>Monitor that each member of the harvest crew knows and follows the Company's policies regarding harvest quality standards to maximize ranch productivity and minimize delivery quality problems                  plant care standards to maximize ranch productivity                  Monitor actual production compared to harvest estimates, and notify Ranch Supervisor of any changes                  Complete production-related documentation (such as field tickets) accurately throughout the day in compliance with Company policies                  Monitors the harvest crew's quality and efficiency and keeps supervisor updated                  Assist with monitoring plant health and pest pressures as directed by the Ranch Supervisor or Production Coordinators                  Inspect furrows to ensure that harvesters are not leaving good, bruised or overripe fruit on the plant.                  Maintain all equipment clean, all facilities organized.</p>			

. Job Offer Information 28

1. Section/Item Number *	<b>A.8a</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Duties - Job Duties 11</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  STRAWBERRY HARVEST CREW LEADER</p> <ul style="list-style-type: none"> <li>•Personnel</li> </ul> <p>Assist with recruiting quality employees so that crew sizes are kept at levels set by the Ranch Supervisor (who is responsible for all hiring and termination)                  Minimize employee turnover by treating all employees fairly and with respect                  Guide and lead employees in the correct methods of completing assigned tasks.                  Utilize Company timekeeping software (ADS) correctly                  Complete payroll documentation accurately and timely                  Report absences to supervisor and H2A coordinator.                  Complete food safety documentation                  Review and verify timesheets for accuracy and completeness                  Report fraud to the Human Resource Department                  Complete Employee Change Notice forms (ECNs) correctly and timely                  Provide retraining for employees that are not meeting company standards.                  Ensure that harvest crew members know and follow relevant Company policies, including but not limited to:                  employee safety standards, including government regulations and Company-specific policies                  food safety standards, including Good Agricultural Practices (GAP), Good Hygiene Practices (GHP), and Global Food Safety Initiative (GFSI) practices                  accurate time keeping requirements, including meal and rest breaks and prohibition of working "off the clock"                  employee conduct expectations, including the Company's anti-harassment policy</p> <p>Other Duties:</p> <ul style="list-style-type: none"> <li>•Reports equipment in need of maintenance or repair to the crew leader or supervisor promptly.</li> <li>•Attends safety trainings.</li> <li>•Reports any unsafe actions, unsafe conditions, safety hazards, and/or violations of company policy.</li> <li>•Understands and follows Food Safety Practices and Good Agricultural Practices (GAP) in daily work.</li> <li>•Maintains a safe and healthy work environment by adhering to company policy, following safety policies and practices, and complying with legal regulations daily.</li> </ul> <p>Requirements/Abilities:</p> <ul style="list-style-type: none"> <li>•At least 2 consecutive months of strawberry harvest crew lead experience as defined above.</li> <li>•Must be trained in and demonstrate competency to safely maneuver equipment such as vehicles, harvest machines and trailers</li> <li>•Leadership: loyal to and supportive of the Company's goals and values, leads by example, is respectful and approachable, contributes to a safe work environment and a positive culture.</li> <li>•Ethics: treats employees and coworkers with respect, is honest and fair, does not show favoritism</li> <li>•Interpersonal Skills: able to enforce Company policies while maintaining healthy working relationships with co-workers</li> <li>•Focus: Follows instructions, takes directions, retains training information, complies with company policies and legal regulations.</li> </ul>			

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. Job Offer Information 29

1. Section/Item Number *	<b>A.8a</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Duties - Job Duties 12</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  STRAWBERRY HARVEST CREW LEADER</p> <p>Performance Standards: The Harvest Crew Leader should carefully lead, conduct, monitor and complete tasks as directed by the supervisors. They should use good judgement in daily work and be committed in communicating instruction in the clearest manner. Specific expectations regarding the number of boxes harvested per hour by the harvest crew will vary depending upon the amount of available fruit in the field at any given time and will be determined by our Management Team, considering the ranch as a whole. The Harvest Crew Leader is responsible for ensuring that under normal circumstances, the harvest crew is working at or above this minimum standard, while always maintaining the Company's quality standards and notifying the Ranch Supervisor of harvesters that are not meeting these minimum standards. The harvest crew leader must be able to perform the job, and its requirements as defined in this job description after a reasonable period of time. We consider 3 days from an employee's initial date of employment as a reasonable period of time.</p> <p>Physical Requirements: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is required to work in an outdoor environment, tolerate wide variances in temperatures, lift up to 60 pounds repeatedly, stand and walk on uneven surfaces, demonstrate good visual acuity, bend and stretch for long periods of time, read and write, be able to enter and exit a vehicle safely, demonstrate sufficient dexterity of hands, arms and fingers to be able to perform the principal responsibilities of the job, including to position and move materials and equipment repeatedly throughout the day. The employee may be asked to work irregular or extended work hours.</p> <p>This job description is intended to describe the general nature of the work performed by employees in this job. It is not an exhaustive list of all the job's responsibilities. At Freshway Farms, all of our jobs include broad responsibilities for continually searching for and implementing ways to improve quality and profitability and to ensure that all that we do is done with integrity.</p>			

. Job Offer Information 30

1. Section/Item Number *	<b>A.8a</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Duties - Job Duties 13</b>
<p><b>3. Details of Material Term or Condition (up to 3,500 characters) *</b>                  STRAWBERRY HARVESTER</p> <p>General Job Description: As a member of a strawberry harvesting crew, employees are responsible for ensuring that tasks are completed in a safe and effective manner in compliance with all relevant company policies. The Strawberry Harvester position is primarily responsible for performing duties associated with strawberry harvesting, including but not limited to picking strawberries that meet quality standards by distinguishing quality and ripeness; packing strawberries in the field for market and juice simultaneously or for freezer; carrying the strawberry box to the packing table located at the end of the row. May use machine aid. Additionally, depending on the need for production, a harvester may be called upon periodically for limited plant care or other duties as needed. It is imperative that any observed or developing safety threats are immediately communicated to the supervisor. Please note that the employee will not be operating machinery.</p> <p>Relationships to Others within the Company:                  •Report to the Harvester Crew Leader with respect to daily performance and punctuality issues, however the Supervisor is responsible for hiring and terminating employees.</p> <p>Primary Duties:                  •Picking and packing fresh and juice strawberries simultaneously into a clamshell.                  •Adhering to specific quality standards set by the Management/Company.                  •Maintaining the plant by discarding rotted fruit.                  •Promoting healthy plants by not leaving fruit on the plant.                  •Maintaining a clean pack.                  •Attending all safety trainings.                  •Report any unsafe actions, unsafe conditions, safety hazards, and/or violations of company policy.                  •Understand and follow Food Safety Practices and Good Agricultural Practices (GAP) in daily work.                  •Maintain a safe and healthy work environment by adhering to company policy, following safety policies and practices, and complying with legal regulations daily.</p> <p>Requirements/Abilities:                  •At least 2 consecutive months of intensive bed cleaning experience as defined above.                  •Ethics: treats coworkers with respect, is honest.                  •Focus: Follow instructions, take directions, retain training information, comply with company policy and legal regulations.                  •Dependable: Reports to work on time without excessive unnecessary absences. Completes work in a timely manner. Consistently follows instructions, takes responsibility for his or her own actions, keeps commitments.                  •Quality Oriented: works safely, accurately and efficiently, meets and strives to increase productivity and improves efficiencies.                  •Communicates: listens and gets clarification as needed, responds well to questions, contributes ideas and suggestions.                  •A safety-first attitude that promotes a safe and healthy culture.</p> <p>Compensation: This is a piece rate position with a minimum wage hourly guarantee. Piece rates vary throughout the season, and are determined by our management team, considering the ranch productivity of the area scheduled to harvest, by crew, and each level of production. The minimum piece rate is \$2.20. Earning potential above the hourly minimum base rate can be achieved by exceeding the number of crates required to earn the base hourly rate.</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**

. Job Offer Information 31

1. Section/Item Number *	<b>A.8a</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Duties - Job Duties 14</b>
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p><b>STRAWBERRY HARVESTER</b></p> <p>Performance Standards: Specific expectations regarding the number of boxes harvested per hour will vary depending on the productivity available in the field at any given time. Harvesters are expected to harvest at an average speed of at minimum 7.5 crates per hour. Production must be within this base and within the average ranch yield to retain employment. Harvesters must be able to perform the job, and its requirements as defined in this job description after a reasonable period of time. We consider 3 days from an employee's initial date of employment as a reasonable period of time.</p> <p>Physical Requirements: The Strawberry Harvester position is a predominantly physical/manual labor position. The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is required to work in an outdoor environment; tolerate wide variations in temperature; lift and carry up to 35 pounds on uneven surfaces repeatedly throughout the work day; demonstrate good visual development; walk, bend, reach, and stand with bent legs for long periods of time; demonstrate sufficient hand, arm, and finger dexterity to be able to perform the major responsibilities of the job including harvesting fruit, setting up, positioning, moving materials, and manipulating tools and equipment repeatedly throughout the day. The employee may be asked to work irregular or extended hours.</p> <p>Responsibilities to continually seek and implement ways to improve.</p> <p>This job description is intended to describe the general nature of the work performed by employees in this job and is not an exhaustive list of all job responsibilities. At Freshway Farms, LLC all of the positions include broad responsibilities to continually seek and implement ways to improve quality and profits and to ensure that everything we do is done with integrity and efficiency.</p>			

. Job Offer Information 32

1. Section/Item Number *	<b>A.8a</b>	2. Name of Section or Category of Material Term or Condition *	<b>Job Duties - Wage Offer III</b>
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Piece rates vary throughout the season, and are determined by our management team, considering the ranch productivity of the area scheduled to harvest, by crew, and each level of production. The minimum piece rate is \$2.20 per thirty feet. Earning potential above the minimum hourly rate is based on exceeding the hourly minimum rate divided by the piece rate.</p>			

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

. Job Offer Information 33

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Itinerary
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *			
Distance: List the greatest distance between the first worksite (ranch location/site) and the last worksite (ranch location/site): Ranch 4 to Ranch 22 is 22.8 miles apart.			
Employer will be working at all locations simultaneously throughout the contract period: May 15 2026, through October 31, 2026			

. Job Offer Information 34

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Worker's Compensation
3. Details of Material Term or Condition ( <i>up to 3,500 characters</i> ) *			
All employees are covered by workers' compensation insurance in accordance with California law. This insurance covers injury or disease out of and in the course of the workers employment. Employer assures that its workers' compensation policy will remain valid throughout the contract period.			
A workers' compensation and employers liability insurance policy is held by Freshway Farms, LLC covering the Workers Compensation Law of the State of California. Workers Compensation policy is provided by Travelers Property Casualty Company of America, policy number: UB2T21106925NGG. Effective as of March 1, 2026 through March 1, 2027.			
Name and address of policyholder: Freshway Farms, LLC 2165 West Main Street Santa Maria, CA 93458			
Person(s) and phone numbers(s) of person(s) to be notified to file claim: Haydee, (805) 349-7175.			
Deadline for filing claim: 24 Hours or as soon as possible			
Employees may be put on modified/light work duty as a result of a work-related injury or illness. Modified/light duty activities will be in accordance with state law and related advisories.			

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

. Job Offer Information 35

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 II
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Employees must not report for work, enter the worksite, or perform service while under the influence of or having used alcohol or any illegal controlled substance. Employees must not report for work, or perform services, while under the influence of, or impaired by, prescription drugs, medications or other substances that may in any way adversely affect their alertness, coordination, reaction response or safety. The Company may require the worker to submit to a drug/alcohol test, at the employer's expense, upon the occurrence of a reportable accident, or upon reasonable suspicion, or if the employee's name is randomly drawn in conjunction with the Company's Substance Abuse Policy (e.g., for employees in safety sensitive positions such as forklift and tractor drivers).</p> <p>Drug Screening is post offer, post hire, can be random, and is at no cost to the worker.</p>			

. Job Offer Information 36

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 I
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Work is performed outdoors in open fields and can involve exposure to sun, wind, mud, dust, heat, cold and other elements of the normal field environment. Temperatures can range from 35 degrees F to over 90 degrees F during the period of employment. Workers should come prepared with appropriate clothing and footwear for the work and working conditions described.</p> <p>This work may entail exposure to plant pollens, insects and noxious plants and to fields and plant materials which have been treated with insect and/or disease control sprays. The employer will comply with all worker protection standards and re-entry restrictions applicable to pesticides and other chemicals used in the fields. Workers are required to comply with all applicable worker protection standards and re-entry times. Workers must be able to listen, understand and follow instructions of company supervisors and managers.</p> <p>Daily individual work assignments will be made by, and at the sole discretion of, the Company as the needs of the harvesting operation dictate. Workers must perform the assigned work, and work at the assigned crew/field site, and may not switch assignments or crew/field site without the specific authorization of a company supervisor. Workers may be re-assigned to a different workstation at various times during the workday and/or on different days.</p> <p>Workers will be expected to comply with all provisions of this Clearance Order and the Company's work rules, policies and procedures, and to perform any and all assigned tasks in a professional and efficient manner. Failure to do so will subject the worker to the employer's disciplinary procedures. Freshway Farms endeavors to produce a premium product. This is a demanding, competitive business. A high-quality product is expected and demanded by our customers. Sloppy or improper work cannot and will not be tolerated.</p> <p>All safety rules and instructions must be meticulously observed throughout the workday. All Company rules and policies must be followed, to the extent that they do not conflict with the provisions of this Clearance Order and/or the U.S. Department of Labor's H-2A regulations. A copy of the applicable rules and policies will be provided to each worker on or before the first day of work. Failure to comply with the Company policies and/or meet expectations will result in the applications of disciplinary procedures, up to and including termination.</p> <p>No persons conducting activities prohibited by law are permitted on company premises or in housing. Visitors are not permitted to remain in the housing overnight. Importantly, no non-working children may be present at or adjacent to the worksite, or left in vehicles at or adjacent to the work site, or in Company provided housing during the workday. Workers arriving to work with non-working children or other non-workers will be sent home.</p>			

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

. Job Offer Information 37

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - Deductions I
3. Details of Material Term or Condition (up to 3,500 characters) * A deduction of \$16.28 per day (or higher when the Department of Labor publishes the new maximum meal deduction rate or Department of Labor approves a higher meal charge) for caterer-prepared meals will be made from the paychecks of all workers occupying employer-provided housing.			

. Job Offer Information 38

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Provision of Meals I
3. Details of Material Term or Condition (up to 3,500 characters) * Catering Company: Taqueria La Coqueta contact person: Teresa Pompa phone number: (808) 478-6642. This deduction applies to employees who are offered meals beginning on the first day the worker occupies the employer-provided housing. This deduction will be made for each day the worker is assigned to such housing. No rebate will be made if a worker fails to take advantage of an employer-prepared meal. Breakfast, a sack lunch, and dinner will be served at housing. Utensils will be provided. Food will be stored in containers to preserve proper temperature for hot or cold lunches.  Workers occupying employer-provided housing who are absent from work due to a reported illness will be provided with instructions about when and how to request their meals during days when any meals are provided at the work site.			

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

. Job Offer Information 39

1. Section/Item Number *	<b>F.1</b>	2. Name of Section or Category of Material Term or Condition *	<b>Daily Transportation - Daily Transportation I</b>
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Workers who commute daily must drive their own vehicles to the work site. Workers living in Company provided housing will be provided free transportation from the housing location to the worksite at the beginning of the day, and from the worksite to the housing location at the end of the day. The workers will be transported in the following employer-owned or rented vehicles: Buses with a capacity of 47 employees. Multiple trips will be taken if needed.</p>			

. Job Offer Information 40

1. Section/Item Number *	<b>F.2</b>	2. Name of Section or Category of Material Term or Condition *	<b>Inbound/Outbound Transportation - Inbound/Outbound Transportation I</b>
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>For workers who complete 50 percent of the work period, the Company will reimburse the worker for costs incurred by the worker for transportation and reasonable subsistence from the place from which the worker has come to work for the Company which is the place of recruitment, which for the H-2A workers is the Zamora, Michoacan area of central Mexico. For U.S. workers who come to work for the employer from beyond a reasonable commute distance, the Employer will reimburse such costs or advance such costs if the Employer advanced such costs for H-2A workers. Notwithstanding the language in the preceding paragraph (i.e. reimbursement of inbound transportation and subsistence and visa costs at the 50% mark), the employer will reimburse inbound transportation and subsistence and visa costs before the end of the first week, if required by law. (i.e. If an employee (U.S. or H-2A worker) pays for inbound transportation and/or subsistence and such costs reduces the first work week's wage below the required wage rate, the Employer will reimburse the employee before the end of the first work week.)</p> <p>Inbound: Most H-2A workers are from the Zamora, Michoacan area of central Mexico. They find transportation to Tijuana on their own. After receiving their visas, they cross the border into the US. A bus will pick them up at the San Ysidro border crossing. When they arrive at Santa Maria, we collect travel cost information and reimburse them. Reimbursement is at the most economical rate and may not be the actual cost.</p> <p>Outbound: The Employer will provide transportation to the Tijuana Airport. We reimburse flight cost, two days of travel, and transportation to their home. The Employer will reimburse the workers for any additional reasonable travel expenses. Reimbursement is at the most economical rate.</p> <p>Subsistence for inbound and outbound transportation will be reimbursed at the rate of \$16.28 per day without documentation and actual expenditures, and at actual cost up to a maximum of \$68.00 per day with documentation of actual expenditures. The amount of reimbursement for transportation shall be the worker's actual cost, but not more than the most economical and reasonable common carrier transportation charges for the distance involved.</p>			

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

. Job Offer Information 41

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Weeding
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>The employer will comply with California Code Regulations at Title 8, Section 3456. Weeding will be done by hand without the use of any tools. Crews will only use their hands to pull weeds and will be provided with gloves as well as knee pads. If hand weeding occurs for more than 20 percent of the work week, crews will be given an additional five (5) minutes of rest period time. The rest period time shall be based on the total hours worked daily at the rate of fifteen (15) minutes net rest time per four (4) hours of work.</p>			

. Job Offer Information 42

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

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