

Carnival Americana Job Order

Traveling Carnival Worker. 45 Temporary full time jobs 12/15/2020-10/03/2021

Collect tickets; assist patrons; erect, take down, attend & maintain equipment. Heavy lifting & physically mobile required. Hours, schedule and days vary. Work outside in all weather. Travel to all locations required and provided by employer. No education or experience required. On-the-job training provided.

Work schedule varies, typically 35 H/W Wed-Sun, 4:00PM to 11:00PM. 35-45 hours a week; Work needs (i.e., hours, days, schedule, location, and work positions) vary. Work needs subject to industry practice and are not guaranteed per day, per week, per schedule, per location, or per worker, e.g., rainouts, brief periods without scheduled events, event dates and hours set by agreement with sponsor and subject to change (based upon adverse weather, hours of operation, day of the week, attendance, size of the event, school schedules, amount of equipment in operation, staffing, etc.), and unforeseen cancellations. In the event of approved, overlapping events, work needs may cause workers to be adjusted. Must be willing to work up to 7 days/wk.

Must pass post-hire background & drug test paid by employer. The job requires the applicant to be qualified, ready, willing, able, and available to perform during the entire employment at the designated worksite under adverse weather; to enter into and comply with employment contract; to follow workplace rules; and to meet job performance standards. Must cooperate with and complete job application and interview, and any supplied information must be truthful and complete. Must comply with grooming requirements and dress code. Must be able to lift 50 pounds. Subject to discharge for cause.

Pay varies, \$9.57-13.33/hr. OT or extra hours as required, varies. Employer is exempt from OT under the Fair Labor Standards Act and those jurisdictions with similar provisions. Employer complies with applicable law, and any OT is defined by and paid in accordance with applicable law. Employer does not pay OT for extra hours when not required by applicable law, and does not agree to pay OT merely by listing an OT rate or by participating in the H-2B program.

Season starts in Abilene, Texas. Extensive travel to all events required and provided through Larimer Co., CO; Pennington Co., SD; Bexar, Brown, Dallas, Denton, Erath, Jefferson, Johnson, Parker, Tarrant, Taylor, Young Co., TX; & Laramie Co., WY. Must commute from home at prior worksite to next worksite. Must travel from home at prior worksite to next worksite, and optional spot-to-spot transportation provided at no cost to the worker.

Optional mobile housing (\$125/week) and local convenience travel (\$25/week) are available for wage credit and/or deduction, or any lesser amount to the maximum extent not prohibited by law. The employer will pay the cost of housing to the extent such costs would reduce the pay below the offered wage rate for the areas of intended employment. Wages calculated by single workweek, paid bi-weekly. Employer will make all deductions from the worker's paycheck as required by law. Wage prepayment and merit/sick/supplemental pay at employer's discretion.

H-2B workers reimbursed in the 1st paycheck in 1st workweek for all visa, visa processing, border crossing, and other related fees, but not for passport expenses or other charges primarily for the benefit

of the worker. If not prohibited by valid and controlling law, transportation to 1st worksite and return transportation paid and arranged by employer (and necessary, most economical and reasonable meals and lodging reimbursed during 1st workweek if worker presents documentation) for wage credit. If required by valid and controlling law, necessary, reasonable, the most economical alternative, and authorized, then transportation, meals, and lodging to 1st worksite paid and arranged by employer, and return transportation provided if the worker completes the employment or is dismissed early. Daily subsistence will be provided at a rate of \$12.68 per day during travel to a maximum of \$55 per day with receipts.

Necessary tools, supplies, equipment, and uniform provided at no charge. This job order, including its wage and working terms and conditions, is contingent upon prevailing U.S. immigration law, including Department of Labor and Department of Homeland Security regulations. If any such prevailing law is rescinded, superseded, vacated, or substantially modified, then the parties will re-negotiate in good faith any affected term.

To apply email indications of availability, and/or resumes to Carnival Americana at info@carnivalamericana.com . Or inquire about the job opportunity or send applications, indications of availability, and/or resumes directly to the nearest office of the Texas State Workforce Agency, (325) 795-4200. Job Order 14200679

This job order is placed in connection with a future application for H-2B workers.