

Florida Job Order Print Document

Job Order: 11487298

Print Date: 8/3/2021 4:04:43 PM

Office: CareerSource Northeast Florida 4335 - Yulee LWDB: CareerSource Northeast Florida

Employer Information:

Employer Name: **Mulch Manufacturing**

How to Apply: **Provide an Employ Florida Resumé Online or uploaded Resumé (recommended), Via Email, By Phone, At the Nearest One-Stop**

Company Website: NA

Application Comments: **Inquire about the job opportunity or send applications and/or resumes, indicating availability to nearest job service location or directly to the office at the CareerSource Gulf Coast, 625 Highway 231, Mariner Plaza, Panama City, FL 32405; (850) 872-4340 x100 (p); email mbrowning@mulchmfg.com or call 904-879-2180 to apply.**

Location:

Main Address:

**Mulch Manufacturing
446195 US Hwy 301 S
Callahan, FL 32011**

Mailing Address:

**6747 TAYLOR RD SW
REYNOLDSBURG, OH 43068-9674**

Contact:

Contact: **Matt Browning**

Phone: **(904) 879-2180 x**

Fax: **(904) 879-2283**

Title: **Safety Manager**

Email: **mbrowning@mulchmfg.com**

Job Details:

Occupational Code: **53706400 Packers and Packagers, Hand**

Job Title: **Packers and Packagers, Hand**

Industry Code: **321999 - All Other Miscellaneous Wood Product Manufact**

Number of Positions: **52**

Referrals: **999**

Earliest Date to Display: **08/04/2021**

Last Date Job Order Will Display: **10/11/2021**

Job Order Followup: **09/03/2021**

Job Type: **Temporary**

Job Time Type: **Full Time (30 Hours or More)**

Duration: **Over 150 Days**

Special Job Category: **Foreign Labor Certification**

Job Duties and Skills:

Description:

This job order is placed in connection with a concurrent H-2B labor certification application.

The job opportunity is a bona fide, full time temporary position for 52 Packers from 11/1/2021 to 6/30/2022 with Mulch Manufacturing, Inc., 446195 US Hwy 301 South, Callahan, FL 32011; (904) 879-2180 or email mbrowning@mulchmfg.com.

Manually remove from conveyor, stack onto racks then load into machine 18" cypress wood blocks for further processing into landscape mulch. The latter mechanical process will only be performed by non-H2B employees. The H2B workers will only do the manual work by hand. Visually monitor contents on conveyor, which is transporting landscape mulch to bagging area, for manual removal of sticks, debris and other contaminants. Refuse is to be placed in appropriate container for recycling or disposal. Fill plastic bags with bulk landscape mulch by hand-raking material into funnel that fills bag. Once bag is full, worker sets the full bag next to a heater

sealer and places empty bag under funnel for repeating the process. Physically stack filled and sealed bags of landscape mulch onto a pallet. Write pallet weight on paper label and manually affix to side of pallet. Clean up work area with brooms and shovels at end of each shift. Lift/carry up to 50 pounds.

40hpw; Monday-Sunday 7A-7A; weekend work is required as part of the rotating shiftwork.

The work offered is based on rotating shifts to include three 12 hour days plus one 6 hour day less 45 minute lunch break each day. The total hours per week offered each worker is 40 hours. Below is a list of the rotating shifts. Workers do not work all shifts and all shifts are not offered to all workers. Thus, the need to clarify that 40 hours is offered to each worker each workweek.

1st shift is Sun, Mon, Tues from 7am-7pm and Wed from 7am-1pm.

2nd shift is Sun, Mon, Tues from 7pm-7am and Wed from 7pm-1am Thursday.

3rd shift is 1pm-7pm Wed and 7am-7pm Thurs, Fri and Sat.

4th shift is 1am-7am Thurs and 7pm-7am Thurs, Fri and Sat.

Employer paid drug test is Post-Employment Random, Post Accident, Post-Employment Upon Suspicion.

No experience/ no education. Work is supervised.

\$11.88/hr; overtime is not guaranteed but if worked rate is paid at time and a half (\$17.82) per hour above 40 hours per week. Raise/bonus at employer's discretion. Opportunity for higher pay based on experience/performance.

A single workweek will be used in computing the wage due. Frequency of pay is Weekly on Friday.

Upon worker arrival, employer will help or assist with securing housing through a third party. Workers are free to make their own housing arrangements and are not required to live in courtesy housing secured by the employer. If workers elect to live elsewhere, it is their responsibility to make their own arrangements at their own expense. Should workers opt to live in the third-party housing, employer will deduct rent and utilities from worker's paycheck in the amount of \$70/week upon written approval by worker. Employer offers personal fee-based transportation option to workers through a third party. Transportation offered is to/from central location to work and return each day, grocery store, laundromat, bank etc. once a week. Worker is not required to opt for transportation offered. Worker may make their own transportation arrangements at their own expense. Should workers opt for personal transportation, cost at \$30 per week may be deducted from worker's paycheck upon written approval by worker.

The employer will make the following deductions from the worker's wages: all deductions required by law, rent (where applicable), cash advances and repayment of loans, repayment of overpayment of wages to the worker, payment for articles which the worker has voluntarily purchased from the employer, long distance telephone charges, recovery of any loss to the employer due to the worker's damage (beyond normal wear and tear) or loss of equipment or housing items where it is shown that the worker is responsible, and any other reasonable deductions expressly authorized by the worker in writing. No deduction not required by law will be made that brings the workers hourly earnings below the FLSA Federal statutory minimum wage.

Return transportation and daily subsistence will be provided if the worker completes the employment period or is dismissed early by the employer. Outbound transportation will be provided at the most economical and reasonable common carrier transportation rates for the distances involved, where applicable.

Employer provides transportation from office to and from plant sites located in Callahan, FL and Homerville, GA. There is no itinerary involved.

Employer will reimburse the H-2B worker in the first workweek for all visa, visa processing, border crossing, and other related fees, including those mandated by the government, incurred by the H-2B worker (but need not

include passport expenses or other charges primarily for the benefit of the worker).

The employer will provide workers at no charge all tools, supplies and equipment required to perform the job.

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For workers eligible for the inbound transportation and subsistence reimbursement benefit, the Employer will reimburse workers who complete 50 percent of the work period (or with the first paycheck if applicable under FLSA) and who are beyond commuting distance the reasonable cost of transportation and subsistence from the place from which the worker has come to work for the employer, whether in the U.S. or abroad to the place of employment. The amount of the reimbursement for transportation cost will be the worker's actual transportation cost from the place from which the worker has come to work for the employer to the employer's place of employment or, by regulation at 655.20(j)(1)(i), the amount not to exceed the most economical and reasonable common carrier transportation cost for the distance involved, whichever is less. The employer reserves the right to assist in coordinating transportation to assure the lowest available inbound transportation cost. Such inbound transportation will be at the worker's expense. Workers who do not avail themselves of such transportation, when available, will be reimbursed only the per worker cost of the employer-arranged transportation or the most economical and reasonable common carrier transportation cost for the distance involved, whichever is less. Workers are always free to choose their own means of inbound transportation at their own liability. Workers who arrange their own transportation understand they assume all liability and hold harmless the employer for any damages, injuries, personal or property losses. Daily subsistence will be provided at a rate of at least \$13.17 per day during travel to a maximum of \$55 per day with receipts.

Special Software/Hardware Skills Needed: No

Special Skills:

Job Requirements:

Minimum Age:

Test Done By: **No test required**

Required Tests: **NA**

Hiring Requirements:

Hiring Requirements Other:

Education Level: **No Minimum Education Requirement**

Months of Experience: **0**

Requires a Drivers License: **No**

Near Public Transportation: **Yes**

Drivers License Certification:

Drivers License Endorsements:

Compensation and Hours:

Minimum Salary: **11.88 Hour**

Maximum Salary: **11.88 Hour**

Pay Comments: **Not Applicable**

Supplemental Compensation: **No**

Hours per Week: **Hours are Specific**

Actual Hours: **40**

Shift: **Rotating**

Benefits:

Other Benefits: **No Benefits Listed**

Job Order Information to be Displayed Online:

Job Order Information Online: **Company Name is displayed, One-stop staff does not screen applicants**

Job Application Information Needed:

Req Section

- Contact Information
- Employment History Allow individuals that have never had a job to apply (eg. College graduates)
- Education History
- Certifications
- Desired Job Type

Other Information:

Green Job: **No**

Subsidized by ARRA (Stimulus): **No**

Featured Job: **No**

In an Enterprise Zone: **No**

Federal Contractor: **No**

Court Ordered Affirmative Action: **No**

Job Order is for Veterans Only: **None Selected**

Staff Information:

Category: **Regular (Non Domestic)**

Job Developer Mandatory Listing: **None of the items listed**

Status: **On Hold**

Employer Status:

Reason: **Other**

Future Release From Hold: **8/16/2021 12:00:00 AM**