Louisiana Job Order Print Document

Job Order: **1165402**

Print Date: **10/20/2021 9:53:02 AM**

Office: **East Baton Rouge South American Job Center**

LWDB: **East Baton Rouge Parish**

Employer Information:

Employer Name: **Kees Lawn Care, LLC (Suppressed)**

How to Apply: **Provide a HiRE Resumé Online or uploaded Resumé (recommended), At the Nearest One-Stop**

Company Website: **NA**

Application Comments:

All applicants that meet the requirements listed may apply the nearest State Workforce Agency (SWA) or Baton Rouge Business & Career Solutions Center, 1991 Wooddale Blvd, Baton Rouge, LA 70806, PH: 225-925-4327. SWAs may only refer for employment individuals who have been apprised of all material terms and conditions of employment and who are able, willing, and qualified and will be available at time and place needed to perform the work described. The actual employment offer is at the sole discretion of the employer. Referrals will be accepted from the SWAs, directly from the applicants, or from other sources. Applicants must have documentation required to enable the employer to comply with the employment verification requirements of IRCA. Accurate completion of the Form I-9 will be required of each worker within 3 days of employment according to US law. It will be the responsibility of the referring SWA office to inform job seekers of the terms and conditions of this job order. Applicants meeting the criteria of this job order and interested in applying for the position, please contact & bring a resume to the SWA address listed above. Applicants then referred by the SWA will be contacted & scheduled for an interview by the employer.

Location:

Main Address:

Kees Lawn Care, LLC
3910 Richland Circle
Baton Rouge, LA 70808

Mailing Address:

3910 RICHLAND CIR
BATON ROUGE, LA 70808-1662

Contact:

Contact: **Ben B. Kees**

Title: **Owner**

Phone: **(225) 907-3449 x**

Email: **keeslawncare@gmail.com**

Fax:

Job Details:

Occupational Code: **37301100 Landscaping and Groundskeeping Workers**

Job Title: **Lancscape and Groundskeeping Workers**

Industry Code: **561730 - Landscaping services**

Number of Positions: **3** Referrals: **999**

Earliest Date to Display: **10/29/2021** Last Date Job Order Will Display: **12/14/2021**

Job Order Followup: **12/13/2021**

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

Duration: **Over 150 Days** Special Job Category:

Job Duties and Skills:

Description:

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

Job Duties:
3 temporary/fulltime positions from 01/04/2022 – 11/04/2022. Workers will maintain yards and grounds using hand and power tools. Includes lawn mowing, string trimming, edging, blowing of debris, weed eating, weeding beds by hand, pruning, raking, preparing flower beds & yard for irrigation. Planting (seasonal color, annuals, shrubs, trees), installing sod, cleaning up, preparing beds, fertilizing, disease & insect control work. Work in outdoor temps from below 30 to excess of 100 degrees & other weather conditions. Must be able to lift 50lbs, kneel, walk, bend, & stoop repetitively for prolonged periods of time throughout the entire workday. Work is performed in all types of weather.

Job Requirements: 1 month positive verifiable experience required in job offered. Worker may be required to take a random drug test, post-hire, at no cost to worker. Testing positive or failure to comply may result in immediate termination of employment. Must be physically able to perform job. Must be available for the entire season, able, willing, and qualified to perform the work.

No on-the-job training will be offered. No minimum education required.

Job Hours:
40 hours per week. Must be willing to work 5 days a week from 7:00 a.m. to 3:00 p.m.; Saturday, 7:00 a.m. to 12 p.m. & Sunday hours on occasion may apply; overtime varies.

Geographic Area of Employment: East Baton Rouge Parish

Wage Offer: $15.13 per hour; OT Rate $22.70 per hour. Single work week used for computing wages. Wages are paid weekly.

Lodging: Local housing for rent at $60/week which includes utilities if desired.

Deductions: All Local, State, & Federal Taxes, including Social Security, & Medicare Taxes will be deducted from employees as required by the law. If necessary, any advances of pay, loans, and/or rents (where applicable) will be deducted according to a pre-authorized agreement between

employer and employee.

Transportation & Subsistence to the Place of Employment: For workers outside reasonable commuting distance to the place of employment who complete 50% of the work contract period & to whom the employer has not already reimbursed such transportation & subsistence in the first week of arrival due to FLSA regulations, the employer will reimburse the worker for transportation & subsistence (including meals and to the extent necessary, lodging) from the place of recruitment to the place of work. Upon completion of the work contract or where the worker is dismissed earlier, the employer will provide or pay for worker's reasonable costs of return transportation & subsistence back home or to the place the worker originally departed to work, except where the worker will not return due to subsequent employment with another employer. The amount of transportation & payment or reimbursement will be equal to the worker's actual cost but no more than the most economical & reasonable common carrier for the distances involved. Daily subsistence will be provided at a rate of $13.17 per day during travel to a maximum of $55.00 per day with receipts. All such costs will be reimbursed to workers by payroll check.

Return Transportation & Subsistence: Return transportation & subsistence will be provided if the worker from outside normal commuting distance completes the employment period or is dismissed early by the employer. This return transportation cost shall be calculated on the most economical and reasonable common carrier transportation charges for the distance involved.

The employer will pay for or reimburse the H-2B workers in the first workweek for costs incurred by the worker for visa, visa processing, border crossing, and other related fees, including those mandated by the government (excluding passport fees).

Daily Transportation: Workers must have daily transportation to/from designated central location; employer provides daily transportation between work sites thereafter.

Tools, Supplies, & Equipment: All tools, supplies and equipment will be provided by the employer necessary to perform duties assigned at no cost to the worker.

Three-fourths guarantee: If the employer's anticipated period of employment is 120 days or more, the employer guarantees to offer work for hours equal to at least three-fourths of the workdays in each 12-week period, beginning with the first work day after the arrival of the worker at the place of employment and ending on the expiration date specified in this job order or its extension, if any.

OR

If the employer's anticipated period of employment is less than 120, the employer guarantees to offer work for hours equal to at least three-fourths of the workdays in each 6-week period, beginning with the first work day after the arrival of the worker at the place of employment and ending on the expiration

date specified in this job order or its extension, if any.

In determining whether the guarantee has been met, the employer may include all hours actually worked as well as any hours offered consistent with the job order that a worker chooses to not work, up to the maximum number of daily hours on the job order.

If, before the expiration date specified in this job order the services of the worker are no longer required for reasons beyond the control of the employer due to fire, weather, or an Act of God that makes the fulfillment of the contract impossible, the employer may terminate the work contract with the approval of the DOL Certifying Officer. In the event this type of contract termination should occur, the employer will fulfill the three-fourths guarantee for the time that has elapsed from the start date or the first workday after the arrival of the worker at the place of employment, whichever is later, to the time of its termination. The employer will make efforts to transfer the worker to other comparable employment acceptable to the worker, consistent with existing immigration law, as applicable. If a transfer is not effected, the employer must return the worker, at the employer's expense, to the place from which the worker came to work for the employer, disregarding intervening employment, or transport the worker to the worker's next certified H-2B employer, whichever the worker prefers.

If the worker separates from employment prior to the end date of the certified date in the job order, the employer will notify DOL in writing within 2 working days of the separation AND DHS in the case of an H-2B worker. Abandonment is defined as failure to report for work for 5 consecutive working days without the consent of the employer. If the separation is due to the voluntary abandonment of employment by the worker, the worker will not be entitled to the three-fourths guarantee, and the employer will not be responsible for providing or paying return transportation and subsistence expenses of the worker.

Timing of Job Order Disclosure: The employer will provide a copy of this job order and any subsequent approved modifications to the H-2B worker in a language of their understanding no later than the time at which the worker applies for a visa. For workers in corresponding employment, the employer will provide a copy of this job order and any subsequent approved modifications no later than the first day of employment.

Earnings Statement: The employer will furnish to the worker, on or before each payday, one or more written statements showing the worker's total earnings for each workweek in the pay period, the worker's hourly rate and/or piece rate of pay, the hours of employment offered to the worker, the hours actually worked by the worker, an itemization of all deductions that the employer has made from the worker's wages, the units produced daily (if paid by piece rate), the beginning and ending dates of the pay period, the employer's names, address, and FEIN.

Prohibited Fees Obligation: The employer prohibits the payment of recruitment

fees, certification fees, including agent or attorney fees by the worker. If a worker is asked to pay such a fee or has actually paid such a fee, he or she shall inform the employer immediately so that the employer may take appropriate action.

All terms and conditions will apply equally to all workers, US and foreign H-2B workers, employed in the occupation described in this job order.

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Special Software/Hardware Skills Needed: **No**

Special Skills:

1 month positive verifiableexperience required in job offered. Worker may be required to take a random drug test, post-hire, at no cost to worker. Testing positive or failure to comply may result in immediate termination of employment. Must be physically able to perform job. Must be available for the entire season, able, willing, and qualified to perform the work.

Job Requirements:

Minimum Age: **18**

Test Done By: **No test required** Required Tests: **NA**

Hiring Requirements:

Hiring Requirements Other:

Education Level: **No Minimum Education Requirement**

Months of Experience: **1**

Requires a Drivers License: **No** Near Public Transportation: **No**

Drivers License Certification:

Drivers License Endorsements:

Compensation and Hours:

Minimum Salary: **15.13 Hour**

Maximum Salary: **15.13 Hour**

Pay Comments: **Not Applicable**

Supplemental Compensation: **No**

Hours per Week: **Hours Vary**

Actual Hours:

Shift: **Not Applicable**

Benefits:

Other Benefits: **No Benefits Listed**

Job Order Information to be Displayed Online:

Job Order Information Online: **Company Name is not displayed, One-stop staff screens applicants, Applicants must appear in person**

Job Application Information Needed:

Req Section

- [x] Contact Information
- [x] Employment History
- [ ] Allow individuals that have never had a job to apply (eg. College graduates)
- [x] Education History
- [ ] Certifications
- [x] 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: **Open and available**

Employer Status: **Open and available**

Reason: **NA**

Future Release From Hold: