



FLORIDA DEPARTMENT of  
ECONOMIC OPPORTUNITY

**H-2B Temporary Non-Agricultural Job Order Request Form**  
107 E. Madison Street, MSC – G300, Tallahassee, Florida 32399-4140  
Telephone Numbers: (850) 921-3207 or 921-3466 Fax Number: (850) 921-3105  
Email Address: H-2BJobOrder@deo.myflorida.com

**MANDATORY EMPLOYER ASSURANCES:** By submitting this Job Order to the Florida Department of Economic Opportunity, the employer assures that:

**a. Prohibition against preferential treatment:** The employer offers to 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-2B workers. Job offers may not impose on U.S. workers any restrictions or obligations that will not be imposed on the employer's H-2B workers. This does not relieve the employer from providing to H-2B workers at least the minimum benefits, wages, and working conditions which must be offered to U.S. workers.

**b. Bona fide job requirements:** The job qualifications and requirements are bona fide and consistent with the normal and accepted qualifications and requirements imposed by non-H-2B employers in the same occupation and area of intended employment.

**Employer's Information:**

(If Job Contractor/Joint Employer, please list both employer's names and contact information. Attach supplemental page(s) if needed).

Name of Employer: LOCKHARD'S SEAFOOD, INC

FEIN# [REDACTED]

Employer's Physical Address: 589 ISLAND DR

City: TARPON SPRING

State: FL

Zip: 34689

Employer's Telephone Number: 727-243-9394

Employer's Fax Number:

Employer's Email Address: mike.lockhart@lockhartsseafood.com

Contact Person's Name/ Title (Other than Employer) MARVIN J CASTILLO

Contact Person's Phone Number: 239-384-8711

Fax #:

Contact Person's Email Address: vinmar39@hotmail.com

**Job Opportunity Information:**

Job Opportunity is temporary and full-time: ☒ Yes ☐ No

Name of job location: LOCKHARD'S SEAFOOD, INC

Address of location: 589 ISLAND DR

City: TARPON SPRING

State: FL

Zip: 34689

Dates of Employment: From: 09/01/2022

To: 05/31/2023

Name of Job Title: DECKHARD

SOC (ONET/OES) code: 45-3011-00

Total Number of Workers Requested: 12

Total number of work hours per day: 8

Per week: 40

Work schedule; days & hours: MONDAY TO FRIDAY

On-the-job-training provisions? ☐ Yes ☒ No

Describe:

Supervisory Experience Requirements: ☐ Yes ☒ No How Much:

Minimum Experience Requirements: Months: 1 Years: None:

Minimum Education Requirements: NONE

Describe fully the job to be performed (Attach supplemental page(s) if needed):

Job description, continued:

SEE ADDENDUM.

**Check the boxes that apply to your job and provide the required information:**

**Wage Information:**

Rate of Pay: Basic or range of wages offered: 15.22

Overtime wages, if applicable:

Frequency of pay: ☒ Weekly ☐ Bi-weekly ☐ Other: 15.22

Bonus, if applicable:

☒ A single workweek will be used to compute wages due.

☒ All deductions from the worker's paycheck required by law will be made.

List other deductions not required by law to be taken from paycheck: lodging, board or facilities):

**Employer Provided Items:**

☒ The employer will provide workers at no charge or deposit charge all tools, supplies, and equipment required to perform the duties assigned.

**Three-fourths Guarantee (Voluntary but not required):**

☒ **The anticipated period of employment will last 120 days or more.** The employer guarantees to offer work for a total number of hours equal to at least three-fourths of the workdays in each 12 week period of the total employment period.

☐ **The anticipated period of employment will last less than 120 days.** The employer guarantees to offer work for a total number of hours equal to at least three-fourths of the workdays in each 6- week period of the total employment period.

**First Workweek Guarantee**

☒ H-2B workers will be reimbursed in the first workweek for all visa, visa processing, border crossing, and other related fees, including those mandated by the government (excluding passport fees.)



### Transportation and Subsistence Benefits

- ☐ Transportation for H-2B Visa workers and non-commuting United States Domestic Workers (citizens and holders of visas that allow work in the U.S.), including meals and lodging to the extent necessary, to the place of employment will be provided, or its cost to workers reimbursed, if the worker completes half the employment period. Return transportation will be provided if the worker completes the employment period or is dismissed early by the employer. 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 transportation and 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 or where the employer has appropriately reported a worker's voluntary abandonment of employment. The amount of transportation payment or reimbursement will be equal to the most economical and reasonable common carrier for the distances involved. Daily meals will be provided at a rate of at least \$12.07 p/day during travel to a maximum of \$51.00 p/day with receipts.

### Board, Lodging or Fringe Benefits

If applicable, the job order must disclose the provision and cost of any board, lodging, or other facilities, including fringe benefits or assistance **to be provided to the H-2B or non-commuting U.S. Domestic Workers** in securing such benefits.

- ☒ Employer does not provide workers daily board (food). Workers are responsible for obtaining and preparing their own food.
- ☐ Employer provides workers free daily board (food) at no charge to the workers. Board, Lodging or Fringe Benefits, continued:
- ☐ Employer provides workers daily board (food) and charges \$ \_\_\_\_\_ per day.
- ☐ Employer does not provide workers with lodging. Workers are responsible for finding and paying for their own lodging including utilities.
- ☐ Employer does not provide workers with lodging but will assist workers to find lodging. Workers are responsible for paying for their own lodging including utilities.
- ☒ Employer provides workers free lodging at no charge to the workers.
- ☐ Employer provides workers lodging and charges \$ \_\_\_\_\_ per day/2 week pay period/  
month for rent and/or utilities.

### Daily Transportation

- ☐ Daily transportation to and from the worksite(s) will not be provided; Workers will provide their own transportation.
- ☒ Daily transportation to and from the worksite(s) will be provided to the workers from a centralized designated daily pick-up place.
- ☐ Employer will provide transportation for free, at no charge to the workers.
- ☐ All employer-provided transportation complies with all applicable Federal, State, and local laws and regulations and must provide, at a minimum, the same vehicle safety standards, driver licensure requirements, and vehicle insurance as required under 49 CFR parts 390, 393, and 396.
- ☐ The employer will charge the workers \$ \_\_\_\_\_ per round trip.

**State Workforce Agency (SWA) Contact Information**

Please indicate the nearest One-Stop Career Center located in the area of intended employment where applicants can apply for the job opening. Contact information should include address, phone number and the job order number.

CAREER SOURCE PINELLAS  
38500 US HWY 19 North  
Tarpon Spring, FL 34684  
727-524-4344  
Job Order #: 11940002

**Referral Instructions**

- ☐ Refer by telephone call to (Name and Title):  
at Telephone Number/Extension:  
on (Days and Hours for calls):
- ☐ Fax resume or application to:
- ☒ E-mail resume or application to: [mike.lockhart@lockhartsseafood.com](mailto:mike.lockhart@lockhartsseafood.com)
- ☐ E-mail, fax or mail resume or application to the nearest CareerSource center.

**Other Information - Attach supplemental page(s) if needed**

  
\_\_\_\_\_  
Employer/Authorized Representative Signature and Title

7-1-22  
Date

**STATE WORKFORCE AGENCY USE ONLY**

DEO Job Order Number: \_\_\_\_\_ Folder Number: \_\_\_\_\_  
Job Posting Start Date: \_\_\_\_\_ Job Posting Ending Date: \_\_\_\_\_

(Revised 5/22/2017)

## ADDENDUM JOB DUTIES

DECKHAND WILL HAUL TRAPS, HARVEST SEAFOOD, CLEAN BOAT, AND ANY ADDITIONAL DUTIES RELATED TO THE BOAT. DECKHAND WILL LOAD TRAPS AND BAIT INTO THE VESSEL; TIE MARKET FLOAT TO THE LINE, ATTACH THE LINE TO TRAP; FASTEN BAIT INSIDE TRAP, AND LOWER TRAP INTO THE WATER USING A HYDRAULIC WINCH, ONCE LOADING TRAP ONBOARD THE VESSEL, DECKHAND #1 SLIDES FROM THE TRAP AND PLACES IT ON A CONVEYOR TO DECKHAND #2 WHO PRESSURE-WASHES TRAP USING A WATER HOSE AND REMOVES TRAPS LID. DECKHAND #3 TAKES OUT ONLY LEGAL-SIZE CRAB FROM THE TRAP AND PLACES IT ON A LIVE WELL OR CONTAINER AND BREAKS OFF ONLY LEGAL-SIZE CLAWS FROM THE CRAB. DECKHANDS WILL REPAIR IT ON THE SPOT IN A MANNER THAT DOES NOT SLOW THE OVERALL FISHING OPERATION. IF MAJOR REPAIRS ARE NEEDED, DECKHANDS WILL SET THE TRAP/POT ASIDE AND BRING IT TO THE DOCK TO BE REPAIRED. DECKHANDS WILL ALSO SECURE AND REMOVE THE VESSEL'S DOCKING LINES TO AND FROM DOCKS AND OTHER VESSELS, DECKHANDS WILL LOAD TRAPS ON VESSELS AND UNLOAD THEM ONTO THE DOCK BY HAND OR USING HOISTING EQUIPMENT. THE DECKHAND WILL WASH THE DECK, TRAPS, AND CONVEYORS USING WATER HOSES AND ASSIST THE CAPTAIN AS REQUIRED. WORKING CONDITIONS MAY INCLUDE EXCESSIVE HEAT AND/OR COLD, RAINY DAYS AND COLD WEATHER ON DECK, CONFINED SPACES, SLEEP DEPRIVATION, AND FATIGUE. MUST BE ABLE TO REPEATEDLY LIFT, SLIDE AND/OR STACK TRAPS/POTS WEIGHING FROM 30 TO 75 POUNDS UP TO TWO (2) METERS HIGH. DECKHANDS WILL CONVEY VERY EARLY IN THE MORNING TO BE TAKEN TO PREDETERMINED FISHING GROUNDS WHERE TRAPS/POTS WERE DROPPED AT THE BEGINNING OF THE SEASON.



### **Addendum: Transportation and subsistence benefits**

The employer will reimburse the worker for transportation to the job site once the worker completes 50 percent of the work contract period. Employer will reimburse the 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. The amount for transportation will be computed utilizing the most economical common carrier. Subsistence costs will be paid to workers that complete their contract or are dismissed early by the employer, except when the employer has appropriately reported a worker's voluntary abandonment of employment. Transportation and subsistence rates of \$14.00 per day during travel to a maximum of \$59.00 per day with receipts. A worker is guaranteed employment for at least two-thirds of the fishing season for the period described above.

### **Addendum: Return Transportation and subsistence benefits**

Return transportation will be provided if the worker completes the employment period or is dismissed early by the employer. 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 transportation and 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 or where the employer has appropriately reported a worker's voluntary abandonment of employment. The amount of transportation payment or reimbursement will be equal to the most economical and reasonable common carrier for the distances involved. Daily meals will be provided at a rate of at least \$14.00 p/day during travel to a maximum of \$59.00 p/day with receipts.