

Barbara Heilmann

From: Barbara Heilmann
Sent: Monday, July 25, 2022 2:14 PM
To: flc@jfs.ohio.gov
Cc: Heilmann1139
Subject: RE: H-2B job order initiated for AM Leonard, Inc.
Attachments: H2B JFS 10809_AM Leonard.pdf; JobOrderFormAttachment_AM_Leonard.pdf

Dear Ohio SWA:

Attached please find the revised H-2B job order on behalf of AM Leonard, Inc. , sent in anticipation of the upcoming submission of a related U.S. DOL Application for Temporary Employment Certification for H-2B workers. The job order should remain offline/pending until the date of submission to the DOL (7/26/2022), at which time it should remain in Hold status until a Notice of Acceptance is issued by the DOL. Once accepted, the job order must remain active until 21 days prior to the employment start date.

The employer has adjusted the number of openings from 20 to 15 for the General Warehouse Laborer position.

Please contact the employer agent for all matters concerning this H-2B job order:

Employer Agent: MAS Labor H2B, LLC, PO Box 507, Lovingson, VA 22949

Phone: (434)263-4300

Fax: (434) 263-4700

E-mail: bheilmann@maslabor.com

Thank you,

Barbara J. Heilmann

Senior Supervising Case Manager

TEL: 434.263.4300, x1139

FAX: 434.263.4700

bheilmann@maslabor.com



MAS Labor H-2B, LLC
400 Front Street, P.O. Box 507
Lovingson, VA 22949
maslabor.com

Ohio Department of Job and Family Services
FOREIGN LABOR CERTIFICATION REQUEST FOR H-2B JOB ORDER

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

Email all pages of this form to FLC@jfs.ohio.gov

The ETA Form 9142B must be filed with the Chicago National Processing Center at the same time you submit this request form to Ohio Foreign Labor Certification.

This is an offer of full-time (at least 35 hours per week), temporary employment.

1 EMPLOYER INFORMATION

a Business Name AM Leonard, Inc.	b FEIN [REDACTED]	c Employer's E-mail gstephens@amleo.com
c Business Physical Address (Street Address, City, State, Zip Code, County)		
241 Fox Dr.	Piqua	OH 45356 Miami County

2 JOB ORDER REFERRAL INFORMATION

a Phone [REDACTED]	b Fax [REDACTED]	c E-mail Address lwalker@amleo.com
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3 JOB OPPORTUNITY INFORMATION

a Job Opportunity Title General Warehouse Laborer	b # Openings 15	c Employment Begin Date 10 24 22	d Employment End Date 7 1 23
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e Duties To Be Performed For This Position (Assurances are to be placed in Section 7)

General Warehouse Laborer. 15 temporary/full-time positions with AM Leonard, Inc. from 10/24/2022 - 7/1/2023. Work in warehouse environment for horticultural supply company that provides public with variety of tools/equipment/supplies to grow and maintain plants. Laborer warehouse assignments may vary daily or during shift between picker, shipper and loader/receiver. Picker duties include: Using handheld scanner (which identifies item location, quantity and description) to fill carts with requested products for shipment. Group carts together behind golf cart and drive to shipping area. Shipping duties include: Removing items from carts, packaging items, and placing items on conveyor belt to be taken to loading/receiving area. Loader/receiver duties include: Loading/unloading trucks as needed. Checking any received items against shipment manifest to ensure correct item(s), quantity received. Stage offloaded items in area for separate warehouse crews to move to appropriate storage location. Entry level; requires supervision. Must lift/carry 70 lbs., when necessary. Employer-paid drug testing required of foreign and domestic workers prior to commencing work and post-hire upon suspicion of use and post-accident. Post-hire background check required of foreign and domestic workers. On-the-job training will be provided to the worker. Standard 1st shift 8:00AM-4:30PM M-F or 8:30 AM-5:00 PM pending warehouse assignment. Saturday work required, when necessary. Infrequent 3rd shift work 11:00AM-7:00PM only if necessary. Employer will offer 40 hours per week. Employer may offer more than the stated work hours, depending on weather, business needs, and other conditions. (Continued on attachment)

f Special Requirements (Check all that apply)

- | | |
|---|--|
| <input checked="" type="checkbox"/> Criminal Background Check | <input type="checkbox"/> Extensive Push / Pull |
| <input checked="" type="checkbox"/> Post-hire | <input type="checkbox"/> Extensive Sitting |
| <input type="checkbox"/> Pre-employment | <input checked="" type="checkbox"/> Extensive Walking |
| <input checked="" type="checkbox"/> Drug Screen | <input type="checkbox"/> Exposure to Extreme Temperatures |
| <input checked="" type="checkbox"/> Pre-employment | <input type="checkbox"/> Random |
| <input checked="" type="checkbox"/> Upon Suspicion | <input checked="" type="checkbox"/> Upon Accident / Incident |
| <input type="checkbox"/> Other (Please Explain) [REDACTED] | <input checked="" type="checkbox"/> Repetitive Movements |

g Lifting/Carrying Requirement <input type="checkbox"/> None # 70 pounds	h Minimum Education Required No Education Required	i Minimum Months of Experience None
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j Equipment Certifications and / or Licenses Required
 None Required (Please List)

k Driver License Required
 None Class D CDL Class / Endorsement

l Employer Provides On-the-Job Training
 No Yes Explain:

m Work Days Per Week / hr
 Sun Mon Tue Wed Thurs Fri Sat n Total Regular Weekly Hours

o Normal Shift Hours
 From AM PM To AM PM
 p Possible Hours to be Worked Over 40

4 WORKSITE LOCATION(S) Place multiple worksite counties in Item b.

a Worksite 1 (Street Address, City, State, Zip Code, County)
 Same as business address? b Multiple Worksite Counties

 OH None

5 WAGE INFORMATION

a Prevailing Wage Amount b Wage Offer c Wage Range (if applicable) d Overtime Wage
 \$ /hr \$ /hr \$ / hr \$ /hr

e Frequency of Pay
 Weekly Every 2 weeks Other (Explain)

6 PAYROLL DEDUCTIONS

Deductions required by law Elective Deductions Deduction Amount \$ per pay
 List and explain elective deductions below

Employer makes all payroll deductions required by law. Employer does not envision other workforce-wide payroll deductions. Voluntary deductions must be pre-authorized in writing and may include the following: Employer will deduct for the reasonable fair market value cost of rent and utilities based on number of occupants for workers who voluntarily elect to live in employer-offered housing.

7 ASSURANCES

Board/Lodging or Other Facilities *The language depends greatly on the unique circumstances of the employer's job opportunity, housing arrangements, and/or business operations*

If lodging is primarily for the employer's benefit and convenience (e.g. the employer requires a mobile workforce:
 The employer will pay the cost of lodging to the extent such costs would reduce pay below the offered wage rate for the area of intended employment.

OR

If lodging is not primarily for the employer's benefit and convenience:
 Shared lodging is available in employer-owned housing at \$ per pay period

Daily Transportation (Optional)
 Workers are responsible for daily transportation to and from the designated pick-up location. Employer will then provide each work crew with daily transportation among the worksite locations.

First Work Week Reimbursement see attachment	<input checked="" type="checkbox"/> Workers will be reimbursed in the first workweek for all visas, visa processing, border crossing, and other related fees, including those mandated by the government (except passport fees).
Inbound / Outbound Transportation and Subsistence see attachment	<p>If the worker completes 50% of the work contract period, the employer will</p> <input type="checkbox"/> Option A: arrange and pay directly for transportation and subsistence <input checked="" type="checkbox"/> Option B: reimburse the worker for transportation and Subsistence <input type="checkbox"/> Option C: provide advance payment for transportation and Subsistence 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 the worker's reasonable costs of return 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 per day during travel to a maximum of \$59.00 per day with receipts.
Provision of Tools, Supplies, and Equipment	<input checked="" type="checkbox"/> The employer will provide workers at no charge all tools, supplies, and equipment required to perform the job.
Three-Fourths Guarantee (Optional) see attachment	<input type="checkbox"/> The employer guarantees to offer work for hours equal to at least three-fourths of the workdays in each 6 week period of the total employment period. <p style="text-align: center;">OR</p> <input checked="" type="checkbox"/> The employer guarantees to offer work for hours equal to at least three-fourths of the workdays in each 12-week period of the total employment period.
Single Workweek for Pay	<input checked="" type="checkbox"/> The employer will use a single workweek as its standard for computing wages due.
SWA Contact Information see attachment	<input checked="" type="checkbox"/> The employer agrees that applications and/or resumes and referrals for qualified applicants will be forwarded by the OhioMeansJobs Center for interviewing.

**Ohio Department of Job and Family Services
Foreign Labor Certification**

Request for H-2B Job Order

ATTACHMENT FOR AM Leonard, Inc.

2. JOB ORDER REFERRAL INFORMATION – continued

State Workforce Agencies (SWAs) may only refer for employment individuals who have been apprised of all the material terms and conditions of employment and who are qualified and will be available for employment. The actual employment offer is at the sole discretion of the employer. Referrals will be accepted from the SWAs, directly from applicants, or from other sources. Applicants must possess documentation required to enable the employer to comply with the employment verification requirements of IRCA.

To apply, email resume to AM Leonard, Inc. at lwalker@amleo.com, email FLC@jfs.ohio.gov or contact nearest OhioMeansJobs Center.

4. WORKSITE LOCATIONS – continued

241 Fox Dr. Piqua, OH 45356, 3626 Deming Road Piqua, OH 45356 and 260 Stolle Ave. Sidney, OH 45365 in Shelby and Miami counties.

5. WAGE INFORMATION – continued

Workers are paid by check on Friday.

7. ASSURANCES - continued

Employer will offer daily transportation to and from the worksite from a centralized designated pick-up place at no cost to workers. Use of this transportation is voluntary.

Employer pays in advance or reimburses workers in the first workweek for all government-mandated and visa-related fees (excluding passport fees). For non-local workers (i.e., residing outside normal commuting distance), employer will reimburse inbound travel costs not already paid in advance no later than upon completion of the first half of the contract (the 50 percent point). Inbound travel includes transportation costs from worker's permanent residence or place of recruitment to the place of employment, a daily subsistence for meals, and reasonable lodging costs, if applicable. Subsistence reimbursements based on rates specified in the Federal Register (currently \$14.00 per day minimum, or \$59.00 per day maximum for workers with acceptable receipts). Transportation reimbursements based on worker's actual cost, not to exceed the most economical common carrier transportation costs for distances involved. Employer provides or pays outbound travel costs to same workers upon completion of the contract period or early dismissal, except where the worker has subsequent employment.

Employer guarantees to offer hours equal to at least three-fourths of the workdays in each 12-week period of the total contract period, beginning with the first workday after the worker arrives at the place of employment and ending on the contract end date or any extension thereof. Employer may count all hours worked, as well as any hours offered within the standard work schedule that a worker chooses to not work, up to the maximum number of daily hours on the job order.

Workers who voluntarily abandon employment are not entitled to payment for outbound travel costs or the full three-fourths period guarantee described above.

Employer will provide without charge all tools, supplies and equipment necessary to perform duties assigned. If needed, employer will assist in arranging optional worker-paid lodging for hired foreign and non-local U.S. workers.