

All-South Subcontractors, Inc., 2678 Queenstown Road, Birmingham, AL 35210; (205) 836-8111

10 General Laborer - Commercial Roofers needed for temporary, full-time employment from 10/18/22 to 11/30/22. Work will be performed at multiple worksites in Shelby & Jefferson Counties, AL. No minimum education or experience required. On the job training provided.

Job Duties: complete all roofing related jobs by the company, such as moving materials on and off roof surface, laying out insulation, fastening insulation to steel deck with screws, assist rolling out of membrane, fastening membrane, daily trash clean up and removal and other jobs as assigned. Must be able to climb stairs, ladders, carry ladders, walk on uneven surface, use full range of motion, operate Hand tools, power tools, drivers, and work safely adhering to all safety policies. This is an entry-level position where the person is prepared to be at work daily, as per the company's attendance policy and follow are Foreman instructions. Be willing and participate in training and learn specifics about varying roof systems. Must be able to push, pull, carry and lift 75-100lbs.

Employer will offer 40 hours of work per week. Work schedule may vary, normal 5 day schedule Monday through Friday, 7:00am – 3:00pm. Work days and shift time may vary with weather. Work on Saturdays may be required.

\$18.00/hr. Employer may increase wage based on experience, changes in market conditions, and/or provide additional pay for performance and tenure. In Alabama, an overtime premium will be paid when required by Federal, State, or local law, including at time-and-a-half after 40 hours per workweek. Generally, when overtime is available it will be paid at \$27.00 per hour based on locality the work is performed and the base rate of pay offered per hour. A single workweek will be used to compute wages due. Pay received weekly.

Employer will make all deductions from the worker's paycheck required by law and deduct approved cost of Medical/Dental/Vision insurance and short term disability if worker elects. Optional cost of Medical/Dental/Vision and short term disability approx. \$5.00 - \$40.10 per paycheck, depending on coverage. Optional 401(k) benefits and FSA/HAS, amounts contributed decided by worker. Employer will assist worker to find affordable housing.

Transportation provided from main worksite in Jefferson County, AL to multiple worksites in Shelby & Jefferson Counties, AL

The employer will provide worker at no charge all tools, supplies, and equipment required to perform job. Uniform is not required.

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.

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).

If worker completes half the employment period, employer will arrange and pay directly for transportation and subsistence from the place of recruitment to the place of work. Upon completion of the employment period or where the worker is dismissed early, the employer will provide or pay for 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 subsistence will be provided at a rate of at least \$14.00 per day during travel to a maximum of \$59 per day with receipts. All transportation costs are to be preapproved. If necessary, employer will reimburse worker within first pay period for approved cost of meals and lodging at the applicable exchange rate, not to exceed reasonable costs. Receipts must be submitted.

Post-employment, post-injury or incident drug test required, cost paid by employer and applied equally to all workers, U.S. and foreign/H-2B. Attendance, successfully completing safety training and job-specific safety training and punctuality is required. Must be able to work a 5 day work week, including weekends/holidays as required. Applicant must complete an employment application.

Inquire about the job opportunity or send an application and/or resume, indicating availability to the Alabama State Workforce Agency Office. Birmingham Career Center – 3216 4th Avenue South Birmingham, AL 35222. Ph. 205-582-5200. <https://alabamaworks.alabama.gov> EOE/M/F/D/V.