

\*\*The SWA website is down so the Petitioner is including a text version of the job order that satisfies all of the requirements of 20 CFR § 655.18. The Petitioner will create a job order on the state's SWA website as soon as the system becomes operational.\*\*

### **Server H-2B Job Description**

Server at Orchid Island Golf & Beach Club, Inc.

Start Date: October 1, 2022

End Date: May 31, 2023

Orchid Island Golf & Beach Club, Inc., located in Orchid, Florida, seeks twenty-eight (28) full-time, temporary Servers who will be responsible for greeting customers, providing customers with menus, setting up the dining room, assigning customers to tables suitable for their needs, taking and placing customers' orders, carrying trays and plates, serving alcoholic and non-alcoholic drinks and serving food and beverages.

Will report directly to the Food & Beverage Director and Dining Room Managers at Orchid Island Golf & Beach Club, Inc.

One (1) month of experience in a fine-dining or high-volume environment at a high-end restaurant, resort, or private club required.

Successful applicant must pass pre-employment background check and drug screening.

Proof of COVID-19 vaccination or COVID-19 testing & masking required.

Travel is not required.

Daily transportation to and from worksite is provided if workers cannot reasonably commute to and from their place of residence. Transportation is strictly voluntary. If worker elects to utilize employer offered transportation, employer will deduct \$2.00 per ride from paycheck.

On-the-job training is provided.

Tipped position with guaranteed wage of \$11.57 per hour, paid bi-weekly. Overtime is available at \$17.36 per hour. Employer will guarantee wage in any given workweek when total compensation (including tips) does not meet prevailing wage rate or overtime wage rate.

Schedule: 40 hours per week. Work schedule can vary and can include evening and weekend hours. Work may be performed on any day of the week from Monday through Sunday. Examples of work hours are from 9:00AM-5:00PM; 2:00PM-10:00PM. Shift hours may vary.

A single workweek will be used to compute wages due.

Optional housing is offered for workers who are relocating to begin employment. Cost of housing, if accepted, is \$110.00 per week, subject to availability of shared or single rooms. If used, total cost of housing will be deducted from paycheck. A refundable \$300.00 security deposit and \$40 cleaning fee is required, security deposit is to be deducted in equal \$50.00 installments from employee's first six (6) paychecks. The cleaning fee will be deducted from the seventh (7) paycheck. Employee may receive full security deposit back if the housing is in an acceptable condition upon departure.

Additional, optional benefits may be offered to worker, if worker meets eligibility requirements, for worker's sole benefit, including but not limited to 401k plans, medical, dental, and vision coverage. If voluntarily elected by worker, employee costs/contributions for benefits will be deducted from paycheck.

All deductions from paycheck required by law will be made.

If the worker completes 50% of the work contract period, employer will pay directly for and/or reimburse workers 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, 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. The employer will pay directly for and/or reimburse workers for all reasonable inbound transportation and subsistence costs within the first workweek. The employer will pay directly for and/or reimburse workers for all reasonable outbound transportation and subsistence costs during the last workweek. 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 \$14.00 per day during travel to a maximum of \$59.00 per day with receipts.

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.

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

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 government (excluding passport fees).

Inquire or send applications, indications of availability, and/or resumes to Florida CareerSource Research Coast, 1880 82nd Avenue, Suite 103, Vero Beach, FL 32966, (866) 482-4473.

Mail resumes to Human Resources, Orchid Island Golf & Beach Club, Inc., One Beachside Drive, Orchid, FL 32963, (772) 581-1008.