



Foreign Labor Certification H-2B Job Order Submission

Email completed forms to:
h2b.joborders@commerce.nc.gov

MANDATORY EMPLOYER ASSURANCES: By submitting this Job Order, the employer assures:

- 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.

Tell us about this position... (Please complete ALL appropriate fields as we will not be able to post incomplete orders.)			
Employer (Company paying the wages): McCabe Landscape Group, Inc. dba Landscapes Unlimited			
Job Title/Occupation: Landscape Laborer		O*NET code: 37-3011	
Federal tax ID: <i>Required for all job orders.</i>	NC UI tax ID: <i>Required for all job orders.</i>	3556358	
Main/Corporate Contact Information			
Contact Person: Todd McCabe		Title: President	
Mailing Address: PO Box 964			
City: Wrightsville Beach		State: NC	Zip: 284480
Phone: 910--791-0350		Alternate Phone:	
Fax:		Email: toddmccabe@golandscapesunlimited.com	
Job Location/Worksite Information (if different from above)			
Job Location Contact Person: Todd McCabe		Title: President	
Physical Address: 6413 Windmill Way			
City: Wilmington		State: NC	Zip: 28405
Phone: 910--791-0350		Alternate Phone:	
Fax:		Email: toddmccabe@golandscapesunlimited.com	
Job Details			
Number of Positions: 12		Keep Job Order Open Until: 02/27/2023	
Expected start date of job: 3/20/2023		Expected end date of job: 10/31/2023	
Type of Job: <input checked="" type="checkbox"/> Full-Time (30+ hours) <input checked="" type="checkbox"/> Temporary <input type="checkbox"/> Seasonal <input type="checkbox"/> Part-Time (<30 hours)			
Minimum age of applicants to this position, if any? This minimum age is due to the following:			
<input type="checkbox"/> Alcohol	<input type="checkbox"/> Hazardous work/materials involved	<input type="checkbox"/> Hours of Work	
<input type="checkbox"/> Insurance	<input type="checkbox"/> Other (Specified in Job Description)	<input type="checkbox"/> Special Program/Category	<input type="checkbox"/> Bonding

Compensation

Hiring range? Minimum Pay: \$15.41 Maximum Pay: \$15.41 (MIN AND MAX are required)

Basis of salary/pay: Hour Day Week Month Year Quarter Other - specify:

How often will the worker(s) be paid? Weekly Every 2-weeks Monthly Other (Specified in Job Description)

Bonus, if applicable:

A single workweek will be used to compute wages due. Yes No

All deductions from the worker's paycheck required by law will be made. Yes No

List other deductions not required by law to be taken from paycheck (lodging, board or facilities): Optional employee shared housing approx. \$50 to \$90 per week, including utilities. \$300 refundable deposit required. Housing and deposit payroll deducted if worker elects. Optional daily transportation approx. \$20 per week, payroll deducted if worker elects.

Job Description

Please provide a detailed Job Description as outlined in Title 20, Sec. 655.18 (Assurances).

McCabe Landscape Group, Inc. dba Landscapes Unlimited, 6413 Windmill Way, Wilmington, NC 28405; 901-791-0350

12 Landscape Laborers needed for temporary, full-time employment from 3/20/23 to 10/31/23. Work will be performed at multiple worksites in New Hanover, Brunswick, Onslow and Columbus Counties, NC.

Job Duties: Landscape or maintain grounds of property using hand or power tools or equipment. Lay sod, mow, trim/edge, plant, weeding, watering, rake, blow leaves; use a hand shovel to dig holes for installing plants, trees, shrubs, or irrigation systems; spread seed, fertilizer and mulch; works on the ground to prune or trim trees, shrubs, or hedges using shears, pruners, or chain saws; core aerating; sprinkler installation/repair, installation of mortarless segmental concrete masonry wall units. Maintain equipment to ensure proper functioning. May drive truck or other vehicle to transport work crew, plants, materials and tools to/from or at work sites.

No minimum education or experience required.
The employer will provide on-the-job training.
Must be able to work a 6-day workweek. Holidays and weekends may be required.
Applicants must complete an employment application.

Minimum 35 hours up to possible 52 hours per week, Monday-Thursday 7:00am – 6:00pm and Friday-Saturday 7:00am-2:00pm. Depending on weather conditions. Shift includes 1 hour unpaid break time.

Basic wage rate: \$15.41 per hour. Employer may increase wage based on experience, changes in market conditions, and/or provide additional pay for performance and tenure. 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 \$23.12 per hour based on locality the work is performed and the base rate of pay offered per hour. A single workweek will be used in computing wages due. Workers will be paid biweekly.

The employer will make all deductions from the worker's paycheck required by law. Optional employee shared housing approx. \$50 to \$90 per week, including utilities. \$300 refundable deposit required. Housing and deposit payroll deducted if worker elects. Optional daily transportation approx. \$20 per week, payroll deducted if worker elects.

Employer will provide daily transportation from main worksite to multiple worksite locations in New Hanover, Brunswick, Onslow and Columbus Counties, NC.

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

If the worker completes 50 percent of the work contract period, the employer will reimburse the worker 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 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 per day with receipts. 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.

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

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.

Apply for or inquire about the job opportunity at NCWorks Career Center- New Hanover County, 1994 S. 17th Street, Wilmington, NC 28401; 910-251-5777; www.ncworks.gov EOE/M/F/D/V

Job Application Method

Check all the methods that individuals may use to apply for this job.

Apply via NCWorks Online (which will require follow-up by Employer via NCWO):

Provide a NCWO Resume Provide a NCWO (Generic) Application At local NCWorks Career Center

Apply **directly** to employer via:

Phone Fax In Person Email Resume Mail Resume

Via Company or application Website (include http:// or https://)

Any specific application instructions or details to share with candidates? Apply for or inquire about the job opportunity at NCWorks Career Center- New Hanover County, 1994 S. 17th Street, Wilmington, NC 28401; 910-251-5777; www.ncworks.gov EOE/M/F/D/V

USDOL Assurances Compliance

Employer Provided Items (required):

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 (check ONE):

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 (required):

- 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 (required):

- 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 \$14.00 per day during travel to a maximum of \$59.00 per day with receipts.

Board, Lodging or Fringe Benefits (check all that apply):

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. Additional details/specifics regarding Board, Lodging or Fringe Benefits:
- 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.
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- Employer provides workers free lodging at no charge to the workers.
- Employer provides workers lodging and charges for rent and/or utilities. Optional employee shared housing approx. \$50 to \$90 per week, including utilities. \$300 refundable deposit required. Housing and deposit payroll deducted if worker elects.
\$50-\$90/week per: day 2-week pay period month

Daily Transportation (check all that apply):

- 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 \$20/week per round trip. Optional daily transportation approx. \$20 per week, payroll deducted if worker elects.

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