

Janousek Logistics: Job Order

Janousek Logistics, 731 Engel Road, New Braunfels, TX 78131 – 25 temporary full-time Carnival Workers from 12/15/23 – 10/14/24. PH: 214-403-0706.

Perform a variety of attending duties at amusement or recreation facility. Sell and collect tickets/fees, assist patrons; erect, take down, operate/attend amusement booths and maintain equipment; make change; sell and serve food. Provide assistance to patrons entering or exiting facilities. Maintain inventories of equipment, storing/retrieving items and assembling/disassembling equipment as necessary. Monitor activities to ensure adherence to rules and safety procedures. Prepare food such as corn dogs, french/curlly fries, twinkies, snickers and cheesecake, cotton candy, popcorn, funnel cakes, prepare turkey legs for the smoker. Set up - stock/clean and ready for service, tear down - pack up stock and close down booth, heavy lifting and physically mobile, operate concession booths.

Hours, schedule and days vary - typically working a 9-hour shift between 10:00am – 11:00pm (sample shift time: 10am-8pm, 1-hour unpaid break); 35- 45hrs./wk., extra hours may be required or available, may include weekends and holidays. Work needs (i.e., hours, days, schedule, location, and work positions) vary. Work needs subject to industry practice and are not guaranteed per day, per week, per schedule, per location, or per worker, e.g., rainouts, brief periods without scheduled events, event dates and hours set by agreement with sponsor and subject to change (based upon adverse weather, hours of operation, day of the week, attendance, size of the event, school schedules, amount of equipment in operation, staffing, etc.), and unforeseen cancellations. In the event of approved, overlapping events, work needs may cause workers to be adjusted.

Pay varies based on location of each worksite, \$11.04 - \$15.33/hr. In Arizona, Texas, and Wyoming no overtime premium will be paid as it is not required by Federal, State, or local law. In Minnesota, an overtime premium will be paid when required by Federal, State, or local law, including at time-and-a-half after 48 hours per workweek. In California, an overtime premium will be paid when required by Federal, State, or local law, including at time-and-a-half after eight hours in a day and for the first eight hours on the seventh consecutive day of work in a workweek; at double-time after 12 hours in a day and for all hours worked in excess of eight on the seventh consecutive day of work in a workweek; and at time-and-a-half after 40 hours in a workweek. Generally, when overtime is available it will be paid at \$20.49 - \$30.66 per hour based on locality the work is performed and the base rate of pay offered per hour.

Travel required and provided to work in Pima Co., AZ; Los Angeles and San Diego, Orange Co.'s, CA; Harris, Dallas and Comal Co.'s, TX; Ramsey Co., MN; and Laramie Co., WY. Travel provided to all events as per itinerary. Must commute from home at prior worksite to next worksite. Optional transportation to worksites provided at no cost to the worker. Work is performed outside in all weather.

Employer reserves the option to provide additional compensation for performance and tenure or may increase wages based on changes in market conditions. No education or experience required. Pay received weekly, single workweek used for computing wages. Employer will make all deductions from worker's paycheck required by law. Employer's optional shared housing (\$120/wk.) is available for wage credit and/or deduction, or any lesser amount to the maximum extent not prohibited by law. Employer will pay the cost of this housing to the extent such cost would reduce pay below the offered wage rate for the areas of intended employment. Local convenience travel valued at (\$20/wk.), and food available for wage credit and/or deduction, or any lesser amount to the maximum extent not prohibited by law.

Employer will provide workers at no charge all tools, supplies and equipment required to perform job. On the job training provided.

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).

Allowed costs of inbound transportation provided (including meals and, to the extent necessary, lodging) to the place of employment, if the worker completes 50% of the work contract 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 \$15.46 per day during travel to a maximum of \$59 per day with submission of receipt at the applicable exchange rate not to exceed reasonable costs by check within first pay period during travel to the U.S. 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.

The job requires that the applicant be qualified, ready, willing, able, and available to perform during the entire employment at the designated worksites under adverse weather; to enter into and comply with employment contracts; to follow workplace rules; and to meet job performance standards. Must comply with grooming requirements and dress code. Subject to discharge for cause.

Must be willing to work up to 7days/wk. Post-employment drug testing and criminal background check required, cost paid by employer and applied equally to all workers, US and foreign/H2B. Applicants must cooperate with and complete job application and interview truthfully.

This job order, including its wage and working terms and conditions, is intended contingent upon prevailing U.S. immigration law, including Department of Labor and Department of Homeland Security regulations. If any such prevailing law is enjoined, invalidated, rescinded, superseded, vacated, or substantially modified, then the parties will re-negotiate in good faith any affected term.

Inquire about the job opportunity, send an application, and/or resume indicating availability directly to your nearest TX State Workforce Agency Office, Workforce Solutions Alamo New Braunfels, 183 IH-35 South, New Braunfels, TX 78130/PH. 830-629-2010 www.workintexas.com. EOE/M/F/D/V.