

Bumgardners Landscape Management Job Order

Temporary Grounds/Maintenance Specialist.

6 Temporary full-time Grounds Maintenance jobs 1/1/24 – 10/31/24. Located in Central Point, OR with job sites also located in Douglas, Jackson and Josephine counties, OR. Workers will mow and trim lawns. Prune trees and shrubs. Install seed, sod, shrubs, trees, soil and mulch. Apply fertilizer, weed and insect control to trees, shrubs and grass. Minor irrigation maintenance and installation. Work outside in all weather conditions. On-the-job training and uniforms provided.

Hours, schedule, and days vary widely.

Typically, M-F, 6:00am – 4:00pm, occasional Saturdays.

Often 35-40 hours a week, may go up to 45 hours per week.

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, wild fires and unforeseen cancellations.

Must complete and pass post-hire background & drug test paid by employer. The job requires the applicant to be qualified, ready, willing, able, and available to perform during the entire employment at the designated worksite under adverse weather; to enter into and comply with employment contract and any housing lease; to follow workplace and housing rules and any lawful obligations; and to meet job performance standards. Must cooperate with and complete job application and interview, and any supplied information must be truthful and complete. Must comply with grooming requirements and dress code. Must be able to lift 50 pounds. Subject to discharge for cause.

Pay \$19.07/hr. OT or extra hours as required by applicable law, \$28.61/hr. Paid time off available after 90th day of employment.

Optional shared housing (\$450/month) and local convenience travel (\$30/week) are available for wage credit and/or deduction, or any lesser amount to the maximum extent not prohibited by law. Laundry facilities available on site and Wi-Fi provided at no cost to worker.

Wages calculated by single workweek, paid bi-weekly.

Merit/bonus/sick/recruiting pay at employer's discretion.

The employer may make authorized payroll deductions required by law; made under a court order; that are for the reasonable cost or fair value of optional board, lodging, and facilities that the employer is not obligated to provide, primarily benefits the employee (if applicable), and is authorized by the employee or a collective bargaining agreement; for repayment of cash or pay advances, loans, or draws; for repayment of overpayment of wages to the worker; for payment for articles which the worker has voluntarily purchased from the employer; at employee's voluntary request; for recovery of any loss to the employer due to the worker's damage, beyond normal wear and tear, or loss of property or equipment where it is shown that the worker is responsible; for recovery of reasonable costs related to the worker's refusal or negligent failure to return any property furnished by the employer or due to such worker's willful damage or destruction of such property.

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If not paid in advance by employer or his agent, H-2B workers reimbursed via paycheck in the 1st workweek for all visa, visa processing, border crossing, and other related fees, but not for passport expenses or other charges primarily for the benefit of the worker.

If required by valid and controlling law, necessary, reasonable, the most economical, and authorized, then transportation, meals, and lodging to 1st worksite paid and arranged by employer, and return transportation provided if the worker completes the employment or is dismissed early. In country travel reimbursed no later than after worker completes 50% of the season and presents documentation. Daily subsistence will be provided at a rate of \$15.46 per day during travel to a maximum of \$59 per day with receipts.

Reimbursement of travel or visa expenses is available for wage credit and/or deduction, or any lesser amount to the maximum extent not prohibited by law.

Necessary tools, supplies, equipment, and uniform provided at no charge. Daily transportation to and from the worksite will be provided to workers from a centralized designated pick-up place. The use of this transportation is voluntary and provided at no cost to the worker. Employer provides voluntary incidental transport between job sites at no cost to worker.

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

To apply, mail resume to Bumgardners Landscape Management Inc., 1750 Delta Waters Road, Suite 102, PMB 308, Medford, OR 97504. Or inquire about the job opportunity or send applications, indications of availability, and/or resumes directly to the nearest office of the Oregon State Workforce Agency, 541-776-6060. Job Order 3846524

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