



Send your Job Posting to your local NCWorks Career Center

NCWorks Career Center serving your area:
 Office E-Mail:
 Office Fax No.:

The State of North Carolina Employer Accounts & Job Order policy requires all employers that wish to use the NCWorks Online system have an active unemployment insurance tax account. In addition, all job postings must advertise actual W-2 type positions that are currently vacant, or will be available within 90-days, and the work be performed in North Carolina or a county that immediately borders the state. For a full description of all the requirements, please find the complete policy here:
<https://www.nccommerce.com/documents/operational-guidance-og-26-2021-employer-accounts-and-job-order-procedures>.

Tell us about this position... (Please complete ALL appropriate fields as we will not be able to post incomplete orders.)			
Is this a position related to a Foreign Labor Certification visa (H-2A, H-2B, or PERM)? <input type="checkbox"/> H-2A <input checked="" type="checkbox"/> H-2B <input type="checkbox"/> PERM <input type="checkbox"/> N/A			
Employer (Company paying the wages): North American Lawn and Landscape		Federal tax ID: ██████████	
Job Title/Occupation: Landscape Laborer		NC UI tax ID: 07-31-250	
Has a similar job order previously been posted? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
Is this a Remote Worksite / Work at Home type position? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Main/Corporate Contact Information			
Contact Person: Shawn Parks		Title: CIO	
Mailing Address: 4200 Performance Rd			
City: Charlotte		State: NC	Zip: 28031
Phone: 704-394-3300		Alternate Phone:	
Fax: 704-394-9988		Email: sparks@nandscape.com	
Job Location/Worksite Information (if different from above)			
Job Location Contact Person:		Title:	
Physical Address:			
City:		State:	Zip:
Phone:		Alternate Phone:	
Fax:		Email:	
Job Details			
Display your company name on the Job Order (make it publicly available to jobseekers)? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (No will require staff follow-up.)			
Are there any fees, upfront costs, or out-of-pocket expenses expected from an applicant seeking this position? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Number of Positions: 30	Keep Job Order Open Until: 2/23/24	Number of Referrals Desired: 999	
Type of Job:			
<input type="checkbox"/> Regular <input type="checkbox"/> Temporary <input checked="" type="checkbox"/> Seasonal <input type="checkbox"/> Volunteer <input type="checkbox"/> Contract [Length: month(s)/year(s)] <input checked="" type="checkbox"/> Full-Time (30+ hours) <input type="checkbox"/> Part-Time (<30 hours) <input type="checkbox"/> Full and Part-Time Positions <input type="checkbox"/> As Needed (PRN)			
Compensation and Hours			
Do you wish to hide wage info from applicants? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Hiring range? Minimum Pay: 17.24 Maximum Pay: 17.24 (MIN AND MAX are required)			
Basis of salary/pay: <input checked="" type="checkbox"/> Hour <input type="checkbox"/> Day <input type="checkbox"/> Week <input type="checkbox"/> Month <input type="checkbox"/> Year <input type="checkbox"/> Quarter <input type="checkbox"/> Other - specify:			
Pay comments: <input type="checkbox"/> Depends upon Experience <input type="checkbox"/> Commission only <input type="checkbox"/> Piece rate <input type="checkbox"/> Salary + Commission <input type="checkbox"/> Salary + Sign-On Bonus <input type="checkbox"/> Salary + Tips <input type="checkbox"/> Salary + Bonus <input type="checkbox"/> Per Diem only <input type="checkbox"/> Will discuss with applicant			
Hours per week? <input type="checkbox"/> Not specified <input type="checkbox"/> Vary <input checked="" type="checkbox"/> Are Specific (# per week = 40)			
Shift: <input checked="" type="checkbox"/> Day <input type="checkbox"/> Evening/Swing <input type="checkbox"/> Night/Graveyard <input type="checkbox"/> Rotating			

Split

Flexible

Other (Specified in Job Description)

Location: Work in Iredell, Mecklenburg, Cabarrus, York Counties

Daily transportation to/from worksites provided.

Job Title: Landscape Laborer, Temp/FT

Total number of job openings: 30

Dates of employment: 3/10/24 – 11/30/24

Job Description: Landscape or maintain grounds of property using hand or power tools or equipment. Workers typically perform a variety of tasks, which may include any combination of the following: sod laying, mowing, trimming, planting, watering, fertilizing, digging, raking, sprinkler installation, and installation of mortarless segmental concrete masonry wall units. On the job training.

Job Requirements: 3 mo exp, lift 50 lbs

Work hours & days: Approximately 40 hrs/wk, 6:30a-3:30p, M-F, some Saturdays required. Hours and workdays may vary depending on weather. One hour meal break.

Benefits: n/a

Pay rate: \$17.24/hr, \$25.86/hr OT

Deductions (if any): Optional uniform provided for deduction.

Pay frequency: Weekly

Housing provisions: Optional housing provided for \$75/week deduction.

How to apply: Apply at nearest SWA, 704-565-6865.

Single workweek used as standard for computing wages due. Raises and/or bonuses may be offered to any worker, at the employer's sole discretion, based on work performance, skill, or tenure.

Workdays may begin/end earlier or later on any given day depending on season demands or weather conditions. Workers may be requested to work additional hours, weekends, holidays, and the Sabbath depending on need.

Employer will make all deductions required by law. Other deductions may be taken at employee's written request, i.e., internet, cable, cash advances, medical expenses, etc.

Employer will reimburse H2B workers in the first workweek all visa, visa processing, border crossing, and other related fees, including those mandated by the government.

Tools, supplies, and equipment required to perform the job duties provided at no charge.

Employer will offer the worker employment for a total number of work hours equal to at least three fourths of the workdays of each 12-week period, if the period of employment covered by the job order is 120 or more days, or each 6-week period, if the period of employment covered by the job order is less than 120 days.

At the sole discretion of the employer, workers may be required to submit to a post hire drug test, paid by the employer. Positive results or refusal to take the test may result in immediate termination.

Job Description
Please provide a detailed job description of the position (including any specialized skills required).

Any worker found to have a criminal conviction, DWI, commits serious acts of misconduct, refuses to follow instructions, violates work rules, fails to perform job duties in a competent manner, or other lawful job-related reasons will be subject to termination.

Workers who have a clean driving record and insurable driver's license may be required to drive company vehicles.

If the worker lives outside of normal commuting distance, employer will reimburse the transportation/subsistence from the place from which the worker has come to work for the employer to the worksite once the worker completes 50% of the work contract.

Return transportation/subsistence from the place of employment to the place from which the worker departed to work for the employer, disregarding intervening employment, will be paid once the worker completes the entire contract period or if dismissed early.

The transportation reimbursement will be the most economic, reasonable common carrier cost. Subsistence will be \$15.46/day, max of \$59 (receipts required).

At a minimum, both domestic and foreign workers will earn the prevailing hourly wage; however, the employer may choose to pay experienced workers, regardless of origin, more than the required minimum wage rate. Raises and/or bonuses may be offered to any worker, at the employer's sole discretion, based on work performance, skill, or tenure.

Employer may charge the worker for 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.

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 X 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?

Education, Licenses, and Certifications

Minimum age of applicants to this position, if any?

This minimum age is due to the following:

Alcohol Hazardous work/materials involved Hours of Work

Insurance Other (Specified in Job Description) Special Program/Category Bonding

Minimum education required, if any?

Minimum months of prior experience required, if any? 3

Occupational License/Certification Required? Specify:

Is job accessible by public transportation? Yes X No

Driver's License Required? Yes (private operator) Yes (CDL) X No

If required, specify:

Driver's License Type: Class A Class B Class C

Endorsements: Class H Class N Class P Class S Class T

