

# Tree Planter

Continental Floral - Lacey, WA 98516

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## Job Description

Employer Name: **Continental Floral, LLC**

25491 NE State HWY 3, Belfair WA 98528

Address

Contact Person: **Scott Schauer**

Email: **H2info@cfgreens.com**

Phone Number: **360-275-5345**

## JOB INFORMATION

Title: Tree Planter

# Of Openings: **30**

Months Experience: 2 months experience working in forested areas

Education Requirement: **n/a**

Start Date: **3/15/2024**

End Date: **9/30/2024**

## WORK TYPE

Temporary/Full Time

Hours per week: **40**

Shift: **8:30am-4:30pm, M-F**

**Close**

**Job Duties/Responsibilities:**

Hand planting tree seedlings to reforest and maintain timberlands. Transport trees in a tree bag and select optimum planting location to meet spacing, soil, and shade requirements; bare soil. Dig holes at predetermined intervals using mattock-like tool or dibble. Place seedling in hole and pack soil firmly around plant using foot and/or planting tool. Worker may perform only part of the planting function such as bearing soil, operating auger, or tamping soil around plant. Select or cut trees according to markings or sizes, types, or grades. These jobs involve propagating, protecting, and managing forest tracts.

**Job Requirements/Qualifications:**

There are general conditions of employment, general job specifications and individual requirements that are specific to each job duty:

**GENERAL CONDITIONS:** Work begins at 8:30am Monday through Friday. Workers will be required to work outdoors in wooded areas in varying weather conditions, though typically in cool, damp conditions. Workers should have suitable clothing and protective equipment.

Worker must possess requisite physical strength, dexterity and endurance to cut noble fir branches and pick greenery. Workers must work at a sustained, vigorous pace and make bona fide efforts to work efficiently and consistently that are reasonable under the climatic and other working conditions. Workers must be able to lift up to 60 pounds and walk up to 6 miles in the snow in forest areas and mountainous terrain.

**Training:** There will be a demonstration period to familiarize workers with job specification and to demonstrate proper procedures.

**General Job Specifications:**

Must be able to perform all duties within this job description in what can be considered a safe manner adhering to all established safety guidelines, practices and procedures.

Must wear all required and assigned personal protective equipment at all times when required to do so. Employee must wear proper clothing and footwear. All footwear must be closed-toe due to safety precautions.

The employer or designated employee will provide instructions and general supervision. Employees will be expected to conform to the specific instructions given for each day's work.

Employees will be required to attend an orientation on workplace rules, policies and safety information.

All work sites covered by this clearance order and all facilities of the employer are drug free work places. Employees must not report for work, enter employers' property, or perform service while under the influence of or having used illegal controlled substances. Employees must not report for work or perform service while

under the influence of or impaired by prescription drugs, medications, alcohol or other substances that may, in any way, adversely affect their alertness, coordination, reaction response or safety.

No non-employees will be permitted in or adjacent to the work site. In particular, no non-working children may be present at or adjacent to work sites or left in vehicles during the workday. Employees arriving at work with non-working children or other non-employees will be sent home.

Employees must have transportation to the work site.

All other duties assigned under this order will be those duties of Forest and Conservation Workers, under the Bureau of Labor Statistics Occupational Employment Statistics Standard Occupational Classification Code 45-4011.

### **General Job Specifications:**

#### ***Disclosure of work contract:***

Employer will provide a copy of this document to any H-2B worker, in a language understood by the worker as reasonable per 20 CFR 655.20(l), no later than the time at which the worker applies for the visa, or for a worker in corresponding employment, no later than the day work commences.

#### **Full Season Commitment:**

The worker agrees to the job offer to be available for work every day that work is available for the full period of employment starting 3/15/2024, ending on 9/30/2024.

#### **Days/Hours/Schedule:**

*Monday – Friday, 8:30am – 4:30pm*

#### **Wage Rates and Special Pay Information:**

Workers will be paid no less than \$21.72 per hour. **Overtime may be offered at \$32.58 per hour.** Workers may be eligible for bonuses and additional incentive pay based on company policy.

The payroll period shall be **Weekly**. The employer shall use a single workweek as its standard for computing wages due.

The Employer will provide sick leave to employees. The employee will accrue paid sick leave at a minimum rate of 1 hour for every 40 hours worked.

Employees are entitled to use accrued paid sick leave beginning on the 90<sup>th</sup> calendar day after the start of their employment, and sick leave will be paid at the employee's normal hourly rate.

Unused paid sick leave of 40 hours or less will be carried over to the following year for those workers returning to employment with the employer.

**Deductions, benefits and other details about pay:**

The employer will make the following deduction from the worker's wages: FICA Taxes, Federal income tax if required, other deductions expressly authorized or required by state or federal law, cash advances and repayment of loans, repayment of overpayment of wages to the worker payment for articles which the worker has voluntarily purchased from the employer, long-distance telephone charges, recovery of any loss to the employer due to the worker's damage (beyond normal wear and tear) and any other deductions expressly authorized by the worker in writing.

The employer will deduct a portion of worker's compensation premium from workers' pay as specified in Washington law at RCW 51.61.140.

The employer will withhold from the employee's wages the maximum amount for the portion of employee premium required under **WA State RCW 50A.04, Paid Family and Medical Leave Program**.

**Housing/Lodging Accommodations:**

The employer *will not provide* housing or arrange housing for the workers. However, the employer will facilitate worker to find housing arrangements.

**Tools & Equipment:**

The Employer will provide to the worker, without charge or deposit charge, all tools, supplies, and equipment required to perform the duties assigned, in accordance with CFR 655.20(k).

**Transportation:**

Workers will be transported to worksites in Cowlitz and Skamania counties.

**Inbound:**

Per CFR 655.20(j)(1)(i) the employer will either provide or reimburse the worker for transportation and subsistence from the place from which the worker has come to work for the employer, whether in the U.S. or abroad, to the place of employment if the worker completes 50 percent of the period of employment covered by the job order (not counting any extensions).

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

**Outbound:**

The employer will arrange and pay for the transportation and subsistence directly, advance at a minimum the most economical and reasonable common carrier cost of the transportation and subsistence to the workers before the worker's departure or pay the worker for the reasonable cost incurred. The amount of the transportation payment will be no less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distance involved. The rate of reimbursement for subsistence during transportation is **\$15.46** per day if no receipts are offered, up to a maximum of **\$59.00** per day if the Worker presents receipts as specified in 20 CFR 655.122(h)(1) and 20 CFR 655.173(a). Employer will provide or pay for reasonable lodging accommodations when applicable.

**Closing Date/Deadline:**

The closing date of the job order is: **2/22/2024**.

**How to Apply:**

Applicants should inquire about the job opportunity or submit applications and/or resumes directly to their nearest State Work Force Agency (SWA).

Applicants may apply at the nearest WorkSource/SWA office:

**204 SE Stone Mill Dr #215, Vancouver, WA 98684. 360-735-5000.**

The WorkSource Staff will appraise applications of the material terms and conditions of the employment and will only refer applicants for employment if the applicant indicates that he or she is qualified, able, willing, and available for employment.

The employer will not hire undocumented or fraudulently documented workers.

The employer is an equal opportunity employer; all qualified eligible U.S. workers are encouraged to apply for these jobs during the positive recruitment period and up to 21 days prior to the date of need.

Workers referred by SWA's should be fully apprised by the local employment office of the terms, conditions, and nature of employment prior to referral.

Upon hiring, employees must present original document or documents that establish identity and employment eligibility as required by the INA. Employees who do not comply with this requirement by the end of the third workday will not be permitted to continue employment.

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## Job Summary

### Company Details

#### Company

Continental Floral

#### Contact method

#### Contact Info

Email: [H2info@cfgreens.com](mailto:H2info@cfgreens.com)

### Job Information

#### Location

Lacey, WA 98516

#### Job Type

Temporary / Contract Full Time

#### Experience

Less than 1 Year

#### Career Level

Experienced (Non-Manager)

#### Job Position

30 Position(s) Open

#### Salary/Wage

\$21.72 - \$32.58/hour

Overtime may be offered at \$35.28 per hour

### Additional Information

#### Job Shift

Weekdays

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