

Attachment to: 9142B F.a.1) SWA JOB ORDER Del Vacchio Landscapes, Inc.

ONE: Employer Name and Contact Information

Business Name: Del Vacchio Landscapes, Inc.

Physical Address: 922 North Chester Road, West Chester, PA 19380

Mailing Address: 922 North Chester Road, West Chester, PA 19380

FEIN: [REDACTED]

Employer Job Phone Number: 610-692-2422

Employer Job Email: info@delvacchio.com

Employer Job Web Portal: <https://delvacchiolandscapes.com>

TWO: This job opportunity is a temporary, seasonal, full-time position.

Number of job openings to be filled: 10

THREE: Job Opportunity

Job Title: Laborer, Landscape

OES Code/OES Title: 37-3011, Landscaping and Groundskeeping Workers

Duties:

Entry level, no experience required, work under close supervision.

Mow; edge; trim; blow; plant; water; dig; rake; weed maintenance; may apply fertilizer, weed preventers, common horticulture products & post-emergence treatments; haul and install mulch and soil; prune shrubs and small trees; pick up and dispose of litter and plant debris; common maintenance; sprinkler installation and maintenance.

Maintain properties using, maneuvering, and operating hand and power tools, mowing equipment, and vehicles.

May assist in routine maintenance and cleaning of equipment used each day.

Minimum Education Required: None.

Minimum Experience Required: None.

Work Hours & Days: Typically, 40 hours per week, Monday to Friday, From 7:00am to 5:00pm, with breaks.

Anticipated Start Date of Job Opportunity: March 18, 2024

Anticipated End Date of Job Opportunity: January 31, 2025

Other requirements: Post-employment random drug testing and background checks may be required, at no cost to the worker. The job requires the applicant to be qualified, ready, willing, able, and available to perform during the entire employment at all the designated worksites.

FOUR: Geographic Area of Intended Employment:

Various job sites in Chester and Delaware Counties, Pennsylvania.

FIVE: Wage that the employer is offering:

\$18.71 hour / \$26.73 hour overtime

Pay raises are based on merit, length of time on job, quantity and quality of work produced, dependability and adherence to procedures and policies.

(The wage offer will equal or exceed the highest of the prevailing wage or the Federal, State or Local minimum wage in effect during employment).

SIX: Overtime:

Overtime expected and mandatory.

SEVEN: On the Job Training?

On-the-job training will be provided. Position is entry level, no experience required.

EIGHT: Wage Computation.

The employer will use a single workweek as its standard for computing wages due.

NINE: Pay Frequency:

Wages will be paid on a bi-weekly basis.

TEN: Board, Lodging, other facilities, including fringe benefits.

Uniform use is mandatory and is provided at no cost to the worker.

For those employees who do not maintain a residence within normal commuting distance, on an optional basis, the employer will assist those employees who opt in, in securing housing. Employee will make payment directly to the landlord.

ELEVEN: Deductions from Pay:

The employer will make all deductions from the worker's paycheck required by law.

In addition, the employer intends to make the following deductions from the worker's paycheck which are not required by law:

Uniform use is mandatory and is provided at no cost to the worker.

For those employees who do not maintain a residence within normal commuting distance, on an optional basis, the employer will assist those employees who opt in, in securing housing. Employee will make payment directly to the landlord.

TWELVE: Initial transportation and subsistence.

If the worker completes 50% of the work contract period, the employer will, consistent with applicable regulatory requirements, arrange and pay directly for transportation and subsistence. Daily subsistence will be provided either at a rate of \$15.46 per day during travel without receipts to a maximum of \$59.00 per day with receipts or the applicable USDOL mandated fee in effect on the date of travel.

THIRTEEN: Return transportation and subsistence.

Workers will be provided with or reimbursed for outbound transportation and subsistence consistent with applicable regulatory requirements if the employee completes the period of employment or is dismissed from employment before the end of the period of employment. If transportation is provided, it will be by common carrier land or air conveyance at the option of the employer. Daily subsistence will be provided either at a rate of \$15.46 per day during travel without receipts to a maximum of \$59.00 per day with receipts or the applicable USDOL mandated fee in effect on the date of travel.

FOURTEEN: Daily Transportation to and from Worksite.

Round trip transportation from the business address to the job sites daily at no cost to the worker.

FIFTEEN: Reimbursement to H-2B worker of visa and other related fees.

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).

SIXTEEN: Tools, Supplies and Equipment

The employer will provide to the worker, without charge or deposit charge, all uniforms, tools, supplies, and equipment required to perform the duties assigned.

SEVENTEEN: Application Instructions.

Please inquire about the job opportunity or send applications, indications of availability, and/or resumes directly to the nearest local office of the Pennsylvania Department of Labor and Industry. Applicants can locate their nearest PA Office at: PA CareerLink – Chester County, 479 Thomas Jones Way, Suite 500, Oaklands Corporate Center, Exton, PA 19341, Phone: 610-280-1010,

and can apply for the position here: <https://www.pacareerlink.pa.gov/jponline/>, refer to Job Order Number: 19638044

EIGHTEEN:

This job order, including its wage and working terms and conditions, is contingent upon prevailing legal interpretations of federal H-2B immigration and FLSA employment law, including Department of Labor and Department of Homeland Security regulations. If any such prevailing law is rescinded, superseded, vacated, or substantially modified, then any affected portion of this job order will be similarly modified.