

Employer Name **Duckwall-Pooley Fruit Co.**
Address **3430 Davis Drive Hood River OR 97031**
Contact Person **Sara Duckwall**
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Phone Number **541.354.1694**

JOB INFORMATION

Title: Packaging Laborer
Of Openings: 10
Months Experience: N/A
Education Requirement: N/A
Start Date: 08/26/2024
End Date: 12/20/2024

WORK TYPE

Temporary/Full Time
Hours per week: **40**
Shift: **Various Shifts**

Job Duties/Responsibilities:

The Packaging Laborer position is a floating position to assist the Packaging Supervisor in areas of need on any given day.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following.

Other duties as assigned.

1. Assist with sorting pears on Presize or Packaging lines;
 - Sort pears according to company standards.
 - Remove leaves from pears.
 - Must have reasonable vision acuity correctable to 20/30.
 - Must be able to stand and/or use a sit-stand chair.
 - Must have aptitude to learn fruit grades.
 - Must have good color and depth perception.
 - Must have reasonable manual dexterity with both hands.

2. Assist Box Machine Operator;
 - Scan shook/packing materials.
 - Break up pallet of shook, load to machine.
 - Add bags/liners into built boxes
 - Notify the Box Machine Operator when more supplies are needed.
 - Assist with carton changes at the machine.
 - Rotate positions after each break.
 - Repair cartons with automatic staple machine.
 - Place all waste cardboard in the 'crusher'.
 - Follow all safety guidelines.

3. Assist supervisors as needed;
 - Clean debris off floor, including pears and material
 - Pull bin tags off bins of fruit
 - Repair damaged wood pallets with hammer and nail gun.

Job Requirements/Qualifications:

PHYSICAL DEMANDS: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. A. Physical effort applied in this job includes: Lifting, Pulling, Reaching, Manipulating, Carrying, Pushing, Shoveling, Keying/typing B. Amount of effort typically applied and frequency of application (Note: Whereas the following chart refers to lifting, any equivalent effort may be substituted): a. Less than 1 lb.: 40% to 70% of time effort is applied. b. Between 1 & 5 lbs.: 15% to 40% of time effort is applied. c. between 5 & 25 lbs.: 15% to 40% of time effort is applied. d. Between 25 & 35 lbs.: 15% to 40% of time effort is applied. e. Between 35 & 45 lbs.: less than 15% of time effort is applied. C. The effort reflected in the information above is typically applied in the following work positions: Sitting, Standing, Walking, Normal Bending, Stooping, Comfortable Confined Challenging Uncomfortable.

Mental or Visual Demand: Continuous mental and visual attention; the work is repetitive requiring constant alertness to monitor the scanning process and/or identify defects.

Working Conditions: A. Identify the kinds of disagreeable elements incumbent would typically be exposed to in the work area: Dust, Dirt, Heat, Cold, Fumes, Noise, Vibration, Water. The job is often performed under somewhat disagreeable working conditions; exposure to any or all of the above elements is likely, with at least one present to the extent of being disagreeable.

Attendance: During shipping and receiving times attendance is critical. Person must be able to regularly lift and/or move up to 35 pounds. Must be able to move at will to and from scale house to the grower's truck during receiving and between shipping office and shipping dock when shipping.

Sensory requirements: Must be able to expressor exchange ideas by means of the English spoken word. Must be able to convey detailed or important spoken instructions to other workers accurately, loudly, or quickly in English. Must be able to receive detailed information through English oral communication.

Special Hazards: Forklift danger, chemicals in area (not directly worked with) Carbon Monoxide, Ammonia Protective clothing when required: eye protection, face covering, gloves as needed, fully enclosed anti-slip shoes.

Note: Because jobs change, management reserves the right to add too or change the duties of this position at any time.

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(I), 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 08/26/2024, ending on 12/20/2024.

Days/Hours/Schedule:

Worker may work either of the following shifts:

Monday- Friday 7:00am -3:30pm or Monday- Friday 4:00 pm- 12:30 am

Wage Rates and Special Pay Information:

Workers will be paid no less than **\$14.70** per hour. **Overtime may be offered at \$22.05 per hour.**

The employer will pay the worker the highest of wages between the agreed-upon collective bargaining rate, the Federal or State minimum wage rate, in effect at the time work is performed.

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 30 hours worked.

Employees are entitled to use accrued paid sick leave beginning on the 91st calendar day after the start of their employment, and sick leave will be paid at the employee's normal hourly rate.

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, Oregon state transit tax under HB 2017, 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 monthly union dues any other deductions expressly authorized by the worker in writing.

Housing/Lodging Accommodations:

The employer will not provide housing for the workers, however the employer will facilitate workers 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 travel to worksites within Hood River County in the state of Oregon. The employer will not provide transportation to and from the worksite. Workers will be required to arrange their own transportation to worksite.

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 **\$15.88** 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: **08/05/2024**.

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:

1730 College Way, Hood River, OR 97031 (541) 386-6300

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.
