

## **JOB Order: H&M Snow Pros, Inc.**

**H&M Snow Pros, Inc.** is looking to fill 40 Snow Shoveler positions. This is a temporary, full-time seasonal position from 12/15/2024 to 3/1/2025.

**Begin/report to work:** 10389 Kinsman Road, Newbury, Geauga County, OH 44065 @ \$17.33/hr.  
Employer will transport workers daily between report to work address and additional worksites.

**Additional worksites:** (work throughout the following counties/areas): Ashland, OH, Ashtabula, OH, Cuyahoga, OH, Geauga, OH, Lake, OH, Lorain, OH, Medina, OH, Portage, OH, Summit, OH, Trumbull, OH, and areas of Akron, OH, Cleveland-Elyria, OH, North Northeastern Ohio non-metropolitan area (non-contiguous), Youngstown-Warren-Boardman, OH-PA.

**Duties:** Under direct supervision, perform groundskeeping / care for established residential or commercial properties: shovel snow from walkways, sidewalks, driveways, or parking lots and spread salt or sand in those areas - using snow-shovel, broom, rake, or manual spreader. May use manual equipment such as a push snow-blower if needed. May use ladder to access roofs, or decks to remove snow & other related Snow Shoveler activities as per SOC/OES 37-2011 (onetonline.org).

**Standard/Expected Schedule:** Monday-Friday 7:30AM-4:00PM. Offering 35+ (plus) hours per week; not including applicable lunch and/or breaks. Possible weekend/holiday work. Start/end times, offered hours and/or overtime could vary as they may be dependent upon other factors such as project/schedule/service needs, weather, and commute time between worksites (if applicable). Work is performed outdoors, exposed to weather; must be capable of doing physically strenuous labor for long hours, occasionally in extreme heat or cold. Variable weather conditions apply; hours may fluctuate (+/-), possible downtime and/or overtime.

**Terms:** Employer will comply with all applicable Federal, State and local employment-related laws and regulations such as wages, breaks, hours worked, and overtime hours (overtime possible, but not required or guaranteed. If overtime is worked, wage is paid at 1.5x regular rate of pay per hour worked beyond 40 hours each week.).

**Requirements:** Must be 18 due to state labor laws. Must show proof of legal authority to work in the U.S. Drug/Alcohol/Tobacco free work zone. Perform physical activities such as: lift, balance, walk, stoop, handle, position, move, manipulate materials use static strength to exert max muscle force to lift, push, pull, carry objects up to 75lbs (possible 2-person). No minimum education requirement. On-the-job

training available. All applicants must be able, willing and qualified to perform work described and must be available for the entire period specified and work throughout all areas of intended employment.

**Wages and Conditions of Employment:** \$17.33/Hour up to possible \$27.50/Hour OT \$26.00/Hour up to possible \$41.25/Hour. Wage may vary based on Experience. Will use a single workweek as its standard for computing wages due. Wage paid every two weeks. All deductions required by law will be made by the employer as well as any further tax withholding or other reasonable deduction(s) authorized by the worker. At Employer's sole discretion: possible raises and/or bonuses based on individual factors such as work performance or skill (not guaranteed).

**Inbound and Outbound Transportation (Initial Arrival & Contract Completion/Subsequent Departure):** The amount of transportation payment or reimbursement will be equal to the most economical and reasonable common carrier for the distances involved. Daily subsistence will be provided at the rate required at the time of travel (currently \$15.88 per day during travel to a maximum of \$59.00 per day with receipts).

Transportation and subsistence will be reimbursed (by check in 1st work week) for cost 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. 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 (not including passport).

Upon completion of the work contract or where the worker is dismissed earlier, employer will provide or pay for worker's reasonable costs of return transportation and subsistence back home or to the place the worker originally departed to work, except where the worker will not return due to subsequent employment with another employer.

**3/4s Guarantee:** The worker will be offered a total number of work hours equal to at least three-fourths of the workdays of each 6-week period.

**Tools, Equipment and Supplies:** All work will be done with employer provided tools, supplies and equipment without charge or deposit.

**Miscellaneous:** Any worker who voluntarily abandons employment is not entitled to payment for outbound transportation or the full 3/4s Guarantee described.

**Employer Contact Information:** H&M Snow Pros, Inc. - Phone: 440-564-1157 or Email: melissasykes@hmsnowpros.com.

**How to apply:** Inquiries, applications, indications of availability and/or resumes may be sent to the nearest OH SWA: 12611 Ravenwood Drive, PO Box 309, Chardon, OH 44024, Phone: 440-285-9141.