

Bumgardners Landscape Management Job Order

Temporary Landscaper

8 Temporary full-time Landscaper jobs 1/1/25 – 10/31/25. Located in Central Point, OR with job sites also located in Douglas, Jackson and Josephine counties, OR. Workers will mow and trim lawns. Prune trees and shrubs. Install seed, sod, shrubs, trees, soil and mulch. Apply fertilizer, weed and insect control to trees, shrubs and grass. Minor irrigation maintenance and installation. On-the-job training and uniforms provided.

Hours, schedule, and days vary widely.

Typically, M-F, 6:00am – 4:00pm, occasional Saturdays.

Often 35-40 hours a week, may go up to 45 hours per week.

Work needs (i.e., hours, days, schedule, location, and work positions) vary.

Work needs subject to industry practice and are not guaranteed per day, per week, per schedule, per location, or per worker, e.g., rainouts, wild fires and unforeseen cancellations.

In the event of approved, overlapping events, work needs may cause workers to be adjusted.

Must complete and pass post-hire background & drug test paid by employer.

The job requires the applicant to be qualified, authorized, ready, willing, able, and available to perform during the entire employment at the designated worksites under adverse weather; to enter into and comply with employment contract and any housing lease; to follow workplace, grievance, and housing rules; and to meet job performance standards.

Work outside in all weather.

The job requires the applicant to obtain all necessary government authorizations to work, such as an H-2B worker visa for foreign workers, which will be issued by the United States Embassy in the home country, and after which the applicant will be regarded as recruited at that time and place.

Must cooperate with and complete job application and interview, and any supplied information must be truthful and complete.

Must comply with grooming requirements and dress code.

Must be willing to work up to 7 days/week.

Subject to discharge for cause.

Offered wage \$19.46/hr.

Extra hours (straight time) except as noted.

Employer does not pay overtime premium for extra hours when not required by applicable law.

Overtime premium when required by applicable law, \$29.19/hr, varies, as follows:

Oregon – If our workers exceed 40 hours per workweek solely at events in Oregon, they are eligible for overtime of 1.5x work hours over 40.

All other locations – No overtime premium will be paid except as explicitly stated herein because no such provision is currently known to apply to our operating conditions.

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Paid time off available after 90th day of employment.

Optional mobile housing (\$450/month) is provided. The employer will pay the cost of housing to the extent such cost would reduce the pay below the offered (straight) wage rate for the areas of intended employment, but is otherwise available for wage credit and/or deduction above the offered (straight) wage rate, or any lesser amount to the maximum extent not prohibited by law.

Local convenience travel (\$30/week) and food (varies) is available for wage credit and/or deduction, or any lesser amount to the maximum extent not prohibited by law. Laundry facilities available on site and Wi-Fi provided at no cost to worker.

Wages calculated by single workweek, paid bi-weekly.

Merit/performance/bonus/sick/recruiting/retention/tenure/pre-pay/tips pay, savings program and wage increases based on market conditions at employer's discretion.

The employer may make authorized payroll deductions required by law; made under a court order; that are for the reasonable cost or fair value of optional board, lodging, and facilities that the employer is not obligated to provide, primarily benefits the employee (if applicable), and is authorized by the employee or a collective bargaining agreement; for repayment of cash or pay advances, loans, or draws; for repayment of overpayment of wages to the worker; for payment for articles which the worker has voluntarily purchased from the employer; at employee's voluntary request.

If not paid in advance by employer or his agent, H-2B workers reimbursed via paycheck in the 1st workweek for all visa, visa processing, border crossing, and other related fees, but not for passport expenses or other charges primarily for the benefit of the worker.

If required by valid and controlling law, necessary, reasonable, the most economical, substantiated by receipts, and authorized, then transportation, meals, and lodging to 1st worksite paid and arranged by employer, and return transportation provided if the worker completes the employment or is dismissed early. Employer does not pay return travel if the worker terminates early or undertakes subsequent employment with another employer. In country travel reimbursed no later than after worker completes 50% of the season and presents documentation. Daily subsistence will be provided at a rate of \$15.88 per day during travel to a maximum of \$59 per day with receipts.

Reimbursement of travel or visa expenses is available for wage credit and/or deduction, or any lesser amount to the maximum extent not prohibited by law.

Necessary tools, supplies, equipment, and uniform provided at no charge. Daily transportation to and from the worksite will be provided to workers from a centralized designated pick-up place. The use of this transportation is voluntary and provided at no cost to the worker. Employer provides voluntary incidental transport between job sites at no cost to worker.

This job order, including its wage and working terms and conditions, is contingent upon prevailing U.S. immigration law, including Department of Labor and Department of Homeland Security regulations. If any such prevailing law is rescinded, superseded, vacated, or substantially modified, then the parties will re-negotiate in good faith any affected term.

To apply, mail resume to Bumgardners Landscape Management Inc., 1750 Delta Waters Road, Suite 102, PMB 308, Medford, OR 97504. Or inquire about the job opportunity or send

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applications, indications of availability, and/or resumes directly to the nearest office of the Oregon State Workforce Agency, 541-776-6060. Job Order 4112017

This job order is placed in connection with a future application for H-2B workers.