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**From:** FLC@jfs.ohio.gov  
**Sent:** Tuesday, November 12, 2024 9:29 AM  
**To:** FLC@jfs.ohio.gov  
**Subject:** Your job order for Landscape Laborer has been received by ODJFS

The job order for **Landscape Laborer** has been received by ODJFS. This job order will be posted to OhioMeansJobs.com and a job order number will be provided from this email account.

**Company Name:** J.F.D. Landscapes, Inc.

**Email address:** LukeH@TheH2Pros.com

**Job Title:** Landscape Laborer

**Keywords for Job Post :** Landscaping

**Employment Type:** Yes, the job is Temporary/Full Time

**Shift:** The standard work schedule is Monday through Friday, from 7:30 AM to 4:00 PM. Saturday and Sunday work required, when necessary.

**Anticipated Start Date of Work:** 2025-02-10

**Anticipated End Date of Work:** 2025-12-07

**Worksite Location(s):** 9809 East Washington St, Chagrin Falls, OH 44023 and multiple worksites within Geauga, Cuyahoga, Lake, Portage, and Summit counties. Employer will offer daily transportation to and from the worksite from a centralized designated pick-up place at no cost to workers. Use of this transportation is voluntary. Employer provides incidental transport between job sites. Such transportation complies with all applicable Federal, State, and local laws/regulations.

**Main Worksite Address, including ZIP:** 9809 East Washington St, Chagrin Falls, OH 44023

**Employer E-mail Address to which you would like us to send Qualified Referrals:** joe@jfdlandscapes.com

**Employer Phone Number at which OhioMeansJobs staff can reach you:** 4405439644

**Work Days:** ["Monday", "Tuesday", "Wednesday", "Thursday", "Friday"]

**Number of Positions:** 14

**Minimum Experience Required:** 0 to 3 months

**Career Level:** Entry Level

**Minimum Education Level Required:** No Educational Requirement

**Job Description:** Landscape Laborer. 14 temporary/full-time positions with J.F.D. Landscapes, Inc. from 2/10/2025 through 12/7/2025. Landscape or maintain grounds of property using hand or power tools or equipment. Workers typically perform a variety of tasks, which may include any combination of the following: sod laying, mowing, trimming, planting, watering, fertilizing, digging, raking; assist w/installation of mortarless segmental concrete masonry wall units. Entry level; requires supervision. Must lift/carry 50 lbs., when necessary. Saturday and Sunday work required, when necessary. Employer-paid drug testing required of foreign and domestic workers prior to commencing work and post-hire upon suspicion of use and post-accident. Post-hire driver's license check required of foreign and domestic workers who wish to drive company vehicles. On-the-job training will be provided to the worker. Employer pays in advance or reimburses workers in the first workweek for all government-mandated and visa-related fees (excluding passport fees). For non-local workers (i.e., residing outside normal commuting distance), employer arranges and pays directly for inbound travel costs no later than upon completion of the first half of the contract (the 50 percent point). Inbound travel includes transportation costs from worker's permanent residence or place of recruitment to the place of employment, a daily subsistence for meals, and reasonable lodging costs, if applicable. Subsistence reimbursements based on rates specified in the Federal Register (currently \$15.88 per day minimum, or \$59.00 per day maximum for workers with acceptable receipts). Transportation reimbursements based on worker's actual cost, not to exceed the most economical common carrier transportation costs for distances involved. Employer provides or pays outbound travel costs to same workers upon completion of the contract period or early dismissal, except where the worker has

subsequent employment. Employer guarantees to offer hours equal to at least three-fourths of the workdays in each 12-week period of the total contract period, beginning with the first workday after the worker arrives at the place of employment and ending on the contract end date or any extension thereof. Employer may count all hours worked, as well as any hours offered within the standard work schedule that a worker chooses to not work, up to the maximum number of daily hours on the job order. Workers who voluntarily abandon employment are not entitled to payment for outbound travel costs or the full three-fourths period guarantee described above. Employer will provide without charge all tools, supplies and equipment (including uniform, if applicable) necessary to perform duties assigned. If requested, employer assists non-local workers to secure optional worker-paid lodging. The cost (TBD) will not exceed fair market value, based on number of occupants. Rental payments are paid by workers directly to property owner and are not payroll deducted. Wage rate is no less than \$18.73/per hour. Overtime hours vary at: \$28.10/per hour. Raises and/or bonuses may be offered to any worker in the specified occupation, at the company's sole discretion, based on individual factors including work performance, skill, and tenure. A single workweek will be used to compute wages due. The payroll period is bi-weekly. Workers are paid by check on Tuesday. The standard work schedule is Monday through Friday, from 7:30 AM to 4:00 PM. Employer will offer 40 hours per week. Employer may offer more than the stated work hours, depending on weather, business needs, and other conditions. Extreme heat, cold, rain, or drought may affect exact working hours. To apply, contact the employer at (440)543-9644, email FLC@jfs.ohio.gov, or contact the nearest OhioMeansJobs Center.

**Licenses/Certification Required:**

**Are you a skills-based partner?** No

**Is On-the-Job training available?** Yes

**Please explain the available on-the-job training. (classroom, out of town, etc.)** On-the-job training will be provided to the worker.

**NAICS Code:** 56 Administrative and Support and Waste Management and Remediation Services

**Company Industry:**

**Salary rate:** Per hour

**Salary/Wage:** 18.73

**Frequency of Pay:** Bi-weekly

**Will a Bonus be provided?** Yes, a Bonus will be available

**Please enter the Bonus amount:** Raises and/or bonuses may be offered to any worker in the specified occupation, at the company's sole discretion, based on individual factors including work performance, skill, and tenure.

**Will Overtime be available?** Yes, Overtime will be available

**Please provide overtime rate:** 28.10

**Pay deductions:** Employer makes all payroll deductions required by law. Employer does not envision other workforce-wide payroll deductions. Voluntary deductions must be pre-authorized in writing and may include the following: Voluntary advances and/or loans made to workers, if any, may be repaid by pre-authorized payroll deductions. First set of uniforms provided at no cost. Employer may deduct cost for voluntary purchase of additional uniforms for worker's benefit.

**Provision of Board/Lodging or Other Facilities:** Yes

**Please explain how you will provide Board/Lodging or Other Facilities:** If requested, employer assists non-local workers to secure optional worker-paid lodging. The cost (TBD) will not exceed fair market value, based on number of occupants. Rental payments are paid by workers directly to property owner and are not payroll deducted.

**The selected option for how the worker will be provided with or reimbursed for inbound transportation/daily subsistence is:** Reimburse the worker for transportation and subsistence

Upon completion of the work contract or where the worker is dismissed earlier, the 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 or where the employer has appropriately reported a worker's voluntary abandonment of employment. The amount of transportation payment or reimbursement will be equal to the most economical and reasonable common carrier for the distances involved. Daily meals will be provided at a rate of at least \$15.88 p/day during travel to a maximum of \$59.00 p/day with receipts.

**Will daily transportation be provided? Yes**

**If daily transportation is provided, please identify the pick-up points if applicable:** Employer will offer daily transportation to and from the worksite from a centralized designated pick-up place at no cost to workers. Use of this transportation is voluntary. Employer provides incidental transport between job sites. Such transportation complies with all applicable Federal, State, and local laws/regulations.

**Please enter any additional information you would like added to the job order, such as "assistance will be provided finding housing" or similar:**

**The following provisions will be added on your behalf by The Ohio Department of Job and Family Services to the job order in accordance with 20 CFR 655.18.**

**Deductions from the Worker's Paycheck:** The employer is required to make all payroll deductions from the worker's paycheck as required by law.

**Single Workweek for Pay:** A single workweek will be used in computing wages due as required by law.

**First Work Week Reimbursement:** The job order will state that the employer will reimburse the worker in the first workweek for all visa, border, and related fees.

**Provision of Tools, Supplies, and Equipment:** The job order will state that the employer will provide all tools, supplies, and equipment at no cost to the worker.

**The employer agrees that applications and/or resumes and referrals for qualified applicants will be forwarded by the OhioMeansJobs Center for interviewing:** The Ohio FLC Unit, on behalf of the employer, will insert the contact information of the nearest local OhioMeansJobs Center into the job order.

Thank you for submitting your job order to the Ohio Department of Job and Family Services,

Sincerely,  
Foreign Labor Certification Unit

This e-mail message, including any attachments, is for the sole use of the intended recipient(s) and may contain private, confidential, and/or privileged information. Any unauthorized review, use, disclosure, or distribution is prohibited. If you are not the intended recipient, employee, or agent responsible for delivering this message, please contact the sender by reply e-mail and destroy all copies of the original e-mail message.