

**Job # TP-AZ-2010-2107-A**

## Tree Planter

<b>From</b>	1 October 2020	<b>To</b>	31 July 2021
<b>Workplace</b>	Various states AL, AR, AZ, CA, CO, FL, GA, ID, IL, LA, MD, IL, MN, MS, MT, NC, NM, NV, OK, SC, TN, TX, VA, WI	<b>Date posted</b>	10 July 2020
<b>No of workers required:</b>	120	<b>Wages:</b>	\$11.89 - \$24.15 per hour
		<b>Overtime:</b>	\$17.84 - \$36.23 per hour depending on location Frequency: Bi-weekly
<b>No of hours per week:</b>	35	<b>Working hours:</b>	7:30 A.M. - 3:30 P.M. Monday - Friday
<b>Experience required:</b>	NO		

### Job Description

Under supervision, perform manual work necessary using hand tools to develop and maintain woodlands.

Plant bare-root or containerized trees using a shovel, hoe dad, dibble bar, or hoe.

Transport trees in a tree bag.

Select optimum planting location to meet spacing, soil, and shade requirements.

Dig holes at pre-determined intervals and insert seedling.

Tamp soil around plant with foot and planting tool.

Identify diseased or undesirable trees and remove them, using handsaws or pruners. As a minor activity, weed by hand to reduce competing vegetation.

Job qualifications and requirements in this temporary job offer are consistent with other employers in the reforestation industry in the area of intended employment. These jobs involve propagating, protecting, and managing forest tracts.

Drug free workplace. Random, post-accident and upon suspicion drug testing is conducted at the employer's expense.

Workers who apply for and obtain an FLC or FLC employee certificate of registration with driving authorization by the USDOL Wage and Hour Division during the employment period may transport workers, count and check, and may be offered additional work hours. Work is itinerant.

Work schedule 7 hours per day Monday through Friday, 7:30 AM until 3:30 PM, 35 hours per week. This is a full time temporary job offer. Workers may be offered additional hours in a single work day.

Severe weather may affect the number of available hours during the work week. Weekend work may be offered. Overtime may be offered and, if worked, will be paid at time and one half the regular hourly rate.

Workers will report to work at the designated time and place as directed by the employer each day. Workers may be requested to work on federal holidays and on the Sabbath but will not be required to do so.

Federal holidays are New Year's Day, January 1; Martin Luther King, Jr.'s birthday, the third Monday in January; Washington's birthday, the third Monday in February; Memorial Day, the last Monday in May; Independence Day, July 4; Labor Day, the first Monday in September; Columbus Day, the second Monday in October; Veteran's Day, November 11; Thanksgiving Day, the fourth Thursday in November; and Christmas Day, December 25.

Special Requirements: Must be 18 years or older.

Requires physical stamina. Extensive walking, bending, and lifting while carrying 50lb tree bag and tool over rough terrain in adverse weather.

Workers must be physically fit. Applicant must be available to work the entire contract period.

Production standard of 2450 trees correctly planted per 7 hour day after one week of on the job training.

Work schedule and locations dependent on weather conditions. Must pass drug screenings. Overnight travel required.

Experience/Education: No education or experience required.

**Place of Employment Information:**

Work locations in AL, AR, AZ, CA, CO, FL, GA, ID, IL, LA, MD, MI, MN, MS, MT, NC, NM, NV, OK, SC, TN, TX, VA, and WI. Work is itinerant. Workers must report to first worksite location at Leslie, AR 72645.

**Additional Wage Information:**

When workers are in an area for a short period of time and may not be able to procure temporary housing easily, the employer will pay the cost of lodging to the extent such costs would reduce pay below the offered wage rate for the area of intended employment. The employer will make all deductions from the worker paychecks as required by law.

Unless precluded by Congress, the employer will guarantee to offer employment for a total number of work hours equal to at least three-fourths of the workdays of each 12-week period of the total employment period; and, if the guarantee is not met, the employer will pay the worker what the worker would have earned if the employer had offered the guaranteed number of days.

Employer provides all tools, supplies and equipment required to perform the job at no cost.

A single workweek will be used as the standard for computing wages due and the beginning date of the pay period is Sunday.

Employer provides transportation between worksites at no cost to the worker.

For the benefit of any worker, the employer offers optional transportation from a central point to and from the work site. If elected, a fee for this service of \$7.00/day with a maximum of \$35.00/week whichever is smaller and will be deducted from workers' pay.

Workers are responsible for daily transportation to and from the designated central pick-up location or first daily worksite.

Temporary workers will be paid either prevailing wage or the SCA wage and fringe benefits required in any Federal government contract, whichever is higher.

U.S. workers hired in connection with this recruitment will be offered at least the same benefits, wages, and working conditions that are offered to visa holding workers. The employer will provide or reimburse non-local workers the reasonable one-time inbound transportation expense from the point of recruitment to the place of employment including a daily travel subsistence allowance for meals of a minimum of \$12.68 per 24-hour travel period or up to the CONUS meal reimbursement rate of \$55.00 when receipts are provided, and when necessary lodging, no later than in the first workweek, to the extent that workers' earnings fall below the FLSA minimum wage as a result of these expenses in the first work week, and the balance will be reimbursed if the worker completes half the employment period.

Workers with temporary visa will be reimbursed no later than in the first workweek for all visa, visa processing, border crossing and other related government fees, excluding agency fees, legal fees, passport fees.

The reasonable cost of return transportation and subsistence will be provided or paid for by the employer if the non-local worker completes the employment period or is dismissed early by the employer.