

Southwest Roofing & Cooling LLC
6 Roofer Helpers
April 1, 2022 until December 1, 2023
Arizona

Employer assures compliance with the content requirements at 20 CFR § 655.18. The working conditions will comply with applicable Federal and State minimum wage, child labor, social security, health and safety, farm labor contractor registration and other employment-related laws. The employer is an Equal Employment Opportunity employer and will offer U. S workers at least the same opportunities, wages, benefits, and working conditions as those which the employer offers or intends to offer to non-immigrant workers.

Employer Information:

1. **Company Name** – Southwest Roofing & Cooling LLC

2. **How applicants can apply (fax, email, mail, in person)** – Applicants should thoroughly familiarize themselves with the job specifications and the terms and conditions of employment before contacting the employer or seeking a referral. Only workers meeting all the qualifications for Employment, who are eligible (i.e. work authorized), able, willing and qualified to perform the work, with or without reasonable accommodations, who are eligible for employment in the United States, and who will be available at the time and place needed, should contact or be referred to the employer.

Walk-in applicants whose pre-employment paperwork was completed at the time of hire must have a valid identity document when they report to work. No worker will be considered to have completed the hiring process, nor be permitted to start work, and/or occupy Company-provided housing, without completing (the pertinent sections of) an I-9 Form and presenting required documentation of identity and employment eligibility within the legally required time frames. Although the job holding office is not required to verify employment authorization documentation, the Employer requests that the Employment Service staff apprise applicants that they will be required to provide documentary proof of work authorization to the Employer.

Walk-in applications will be accepted at:

Address: 3630 W 8th St. Yuma, AZ 85364

Phone number: 928-941-8600

Referral Contact: Erick Solis erick@swrgaz.com

Contact hours are Monday thru Friday between 9:00 a.m. and 5:00 p.m. (“Regular Business Hours”), except on federal holidays. The employer will interview applicants by phone and in-person by appointment. Gate or walk-in traffic during Regular Business Hours may request an application and schedule an appointment for a phone or in person interview. Applicants, State Workforce Agency Personnel, Walk-ins, Gate Hires, etc. may call for an interview during Regular Business Hours or call for an application and submit the completed application to Southwest Roofing and Cooling, LLC c/o Erick Solis 3630 W 8th St. Yuma, AZ 85364 Phone: 928-941-8600 Email: erick@swrgaz.com. If a Job Service Office will be referring several applicants at the same time, it is requested that the employer be advised in advance so that sufficient time may be allowed to schedule interviews. Applicants will be interviewed in person or by telephone and job offers will be extended to qualified, eligible applicants.

Applicants and referrals will not be considered to have applied until a properly completed and signed application is provided to the employer.

- 3. Application Comments:** This job order is filed in connection with the filing of an H-2B application for temporary employment certification with the U.S. Department of Labor.

Location:

- 4. Main Address:** 3630 W 8th St. Yuma, AZ 85364
- 5. Mailing Address (city, state, zip):** N/A
- 6. Worksite Address (if different from company address, please also provide mailing address if different):** 425 E. 11th St., Yuma, AZ 85364 and various roofing job locations in Yuma County.

Contact Info:

- 7. Telephone Number:** 928-941-8600
- 8. Fax Number:** N/A
- 9. Contact Person Name and Title:** Erick Solis, President
- 10. Email Address:** erick@swrgaz.com

Job Details:

- 11. Roofer Helpers** – 6 positions needed for temporary full-time employment; Title job opening: Roofer Helper; ONET code and title: 47-3016.00; Helpers-Roofers
- 12. Contact Dates (beginning and end of contract)** – April 1, 2023 through December 1, 2023. If, before the expiration date specified in the job order, the services of a worker are no longer required for reasons beyond the control of the employer due to fire, weather, other Act of God, or similar, unforeseeable man-made catastrophic event, the employer may terminate the job order with written approval of the Certifying Officer, and will make efforts to transfer the workers to comparable employment, or if transfer is not effected, provide return transportation for the worker as specified in the regulations.
- 13. What goods, or services, does your company produce/provide and NAICS code** – 23816 – Roofing Contractors
- 14. Number of Employees in company:** Varies
- 15. Does the company have a Federal contract requiring job openings to be listed with the Department of labor (yes/no):** No
- 16. Are you ADA Compliant (yes/no):** Yes
- 17. Number of Job Openings:** 6
- 18. Minimum Education required:** None
- 19. Minimum months of experience required:** 6 months working in the roofing industry.
- 20. Special Software/Hardware skills needed (yes/no, if yes please list):** No
- 21. Whether job offered is Full-Time, Part-Time, Regular or Temporary:** Temporary, full-time employment
- 22. Work Schedule:** 8 hours Monday through Friday (4 a.m. until 12:30 p.m.)
- 23. Total Hours per week:** 40. Work on weekends may be requested. 8 hours a day Monday through Friday/ 40 hours per week for regular time with compensable overtime each week.
- 24. Salary Range:** \$ 15.16/hr

25. Salary Comments – Workers will be paid no less than \$15.16 per hour. A higher rate may apply based on experience, productivity and/or market conditions. Workers will be paid BIWEEKLY by direct deposit. Overtime hours may vary, depending on weather or other conditions. Overtime Wage: \$22.74 per hour. The Employer will use a single workweek as its standard for computing wages due. Double time rate: \$30.32/hour if required by law. The Employer will use a single workweek as its standard for computing wages due. **Deductions from Pay:** The Employer will make all deductions from the worker’s paycheck required by law including federal state and income tax, Medicare (if applicable), Social Security (if applicable), Medical Insurance (if applicable), 401(k) plan (if applicable and employee opts in). Rent may be deducted with the employees’ written permission and only for the reasonable cost of lodging.

26. Is this job accessible by public transportation (yes/no) – Yes

27. Other hiring requirements: Able to use power tools, carry heavy items up and down ladder, not afraid of heights, install tiles/shingles.

28. Other Hiring Benefits: - Paid sick leave (when eligible), Medical Insurance (if eligible), 401(k) plan (if eligible and employee opts in).

- **Job Duties/Job Description** – Check to ensure that completed roofs are watertight. Sweep and clean roofs to prepare them for the application of new roofing materials. Locate worn or torn areas in roofs. Clean work areas and equipment. Maintain tools and equipment. Clean surfaces in preparation for work activities. Inspect completed work to ensure proper installation. Locate equipment or materials in need of repair or replacement. Clean work sites. Clean equipment or facilities. Travel to various worksites within Yuma County required.

29. Training: None required

30. Referrals and Recruitment (the employer must provide the nearest local job center for applicants to apply, however please include how the employer would like to receive the referrals, i.e. fax, email, mail, phone call etc.) The Employer will accept referrals and applications of all U.S. applicants interested in the position until 21 days before the date of need. All applicants are to inquire about the job opportunity or send applications, indications of availability, and/or resumes directly to the employer or to the nearest office of the State Workforce Agency (SWA) in the State of Arizona at ARIZONA@WORK Yuma County, 3826 W. 16th Street Yuma, AZ 85364/[928-329-0990](tel:928-329-0990)

31. Assurances: (acknowledgement and agreement are required for all statements below)

Employer will provide workers with all tools, supplies, and equipment needed to perform the job at no cost to the employee.

Housing Assistance:

Employer will not offer housing but may assist in locating housing. Such employer-assisted housing is voluntary and employees may locate their own housing. Employees will pay rent directly to the landlord unless the employer pays the rent and obtains authorization to deduct the reasonable cost of lodging from the employees' paychecks.

Inbound Transportation and Visa Fees:

Employer will reimburse inbound transportation and daily subsistence costs for corresponding U.S. workers who are not reasonably able to return to their residence within the same workday no later than 50% of completion of the contract period or earlier if required by law.

H-2B workers will be reimbursed in the first work week for all visas, visa processing, border crossing and other related fees, including those mandated by the government (excluding passport fees).

Inbound and Return Transportation: The following provisions pertaining to provision or reimbursement for inbound and return transportation and subsistence apply only to persons recruited from outside normal commuting distance.

If the worker completes 50 percent of the work contract period, the Company will arrange and pay directly for transportation and subsistence from the place from which the worker has come to work for the Company which is the place of recruitment. 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 \$14.00 per day during travel to a maximum of \$59.00 per day with receipts.

Notwithstanding the language in the preceding paragraph (i.e. reimbursement of inbound transportation and subsistence at the 50% mark), the employer will reimburse inbound transportation and subsistence before the end of the first week, if required by law.

If the worker completes the period of employment or if the worker is dismissed from employment for any reason by the employer before the end of the period of employment, the Company will provide or pay for the worker's transportation and subsistence from the place of employment to the place from which the worker came to work for the Company

which is the place of recruitment. If the worker has contracted with a subsequent employer who has not agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the employer must provide for such expenses. If the worker has contracted with a subsequent employer who has agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the subsequent employer must provide or pay for such expenses. For the purposes of this paragraph, the "period of employment" shall be the period from the first workday the worker is at the Company's work site and is ready, willing, able and eligible to work, until the anticipated ending day of employment, or until the services of the worker are no longer required, whichever come first.

Employer guarantees to offer work for hours equal to at least three-fourths of the workdays in each 12-week period of the total employer period to the extent such guarantee applies to a particular employee.