



Send your Job Posting to your local NCWorks Career Center

NCWorks Career Center serving your area: Lincoln County
Office E-Mail: LincolnCounty@NCWorks.gov
Office Fax No.: 704-732-1140

The State of North Carolina Employer Accounts & Job Order policy requires all employers that wish to use the NCWorks Online system have an active unemployment insurance tax account. In addition, all job postings must advertise actual W-2 type positions that are currently vacant, or will be available within 90-days, and the work be performed in North Carolina or a county that immediately borders the state. For a full description of all the requirements, please find the complete policy here:

<https://www.nccommerce.com/documents/operational-guidance-og-26-2021-employer-accounts-and-job-order-procedures>.

Tell us about this position... (Please complete ALL appropriate fields as we will not be able to post incomplete orders.)			
Is this a position related to a Foreign Labor Certification visa (H-2A, H-2B, or PERM)? ☐ H-2A ☒ H-2B ☐ PERM ☐ N/A			
Employer (Company paying the wages): M.R. Mowing & Landscaping		Federal tax ID: [REDACTED]	
Job Title/Occupation: Highway Maintenance Worker		NC UI tax ID: [REDACTED]	
Has a similar job order previously been posted?		☒ Yes ☐ No	
Is this a Remote Worksite / Work at Home type position?		☐ Yes ☒ No	
Main/Corporate Contact Information			
Contact Person: Mary Roberts		Title: President	
Mailing Address: 3602 Saint Charles Ct.			
City: Gastonia		State: NC	Zip: 28506
Phone: 704-718-8072		Alternate Phone:	
Fax:		Email: mrmowing1@yahoo.com	
Job Location/Worksite Information (if different from above)			
Job Location Contact Person:		Title:	
Physical Address: 146 Brown Road			
City: Cherryville		State: NC	Zip: 28021
Phone:		Alternate Phone:	
Fax:		Email:	
Job Details			
Display your company name on the Job Order (make it publicly available to jobseekers)? ☒ Yes ☐ No (No will require staff follow-up.)			
Are there any fees, upfront costs, or out-of-pocket expenses expected from an applicant seeking this position? ☐ Yes ☒ No			
Number of Positions: 36	Keep Job Order Open Until: 9/11/2026	Number of Referrals Desired: 9999	
Type of Job:			
☐ Regular ☒ Temporary ☐ Seasonal ☐ Volunteer ☐ Contract [Length: month(s)/year(s)] ☒ Full-Time (30+ hours) ☐ Part-Time (<30 hours) ☐ Full and Part-Time Positions ☐ As Needed (PRN)			
Compensation and Hours			
Do you wish to hide wage info from applicants? ☐ Yes ☒ No			
Hiring range? Minimum Pay: 17.69 Maximum Pay: 22.54 (MIN AND MAX are required)			
Basis of salary/pay: ☒ Hour ☐ Day ☐ Week ☐ Month ☐ Year ☐ Quarter ☐ Other - specify:			
Pay comments: ☐ Depends upon Experience ☐ Commission only ☐ Piece rate ☐ Salary + Commission ☐ Salary + Sign-On Bonus ☐ Salary + Tips ☐ Salary + Bonus ☐ Per Diem only ☒ Will discuss with applicant			
Hours per week? ☐ Not specified ☒ Vary ☐ Are Specific (# per week =)			
Shift: ☒ Day ☐ Evening/Swing ☐ Night/Graveyard ☐ Rotating			
☐ Split ☐ Flexible ☐ Other (Specified in Job Description)			

Job Description Please provide a detailed job description of the position (including any specialized skills required).	M.R. Mowing & Landscaping is looking to fill 36 Highway Maintenance Worker positions. This is a temporary, full-time seasonal position from 10/1/2026 to 7/31/2027. Begin/report to work: 146 Brown Road, Cherryville, Gaston County, NC 28021 @ \$22.54/hr. Employer will transport workers daily between report to work address and additional worksites. Additional worksites: (Tentative Itinerary - continue throughout various counties/areas) within the States of: NC and SC. Duties: All duties take place on interstate highways: Gather/remove litter, mowing, and snow removal. Use of hand tools, such as shovels, rakes, pruning saws, hedge or brush trimmers or axes, Operate vehicles or powered equipment such as mowers, tractors, twin-axle vehicles, snow blowers, chain-saws, electric clippers, sod cutters, or pruning saws & other related Highway Maintenance Worker activities as per SOC/OES 47-4051 (onetonline.org). Standard/Expected Schedule: Monday-Friday 7:00AM-4:00PM. Offering 40+ (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 insurance. 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 maximum muscle force to lift, push, pull, carry objects up to 50lbs. 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: \$17.69/Hour up to possible \$22.54/Hour OT \$26.54/Hour up to possible \$33.81/Hour. Wage may vary based on Experience and/or location worked. Will use a single workweek as its standard for computing wages due. Wage paid every week. 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); possible cash advances (if applicable/requested by worker, potential deduction from worker's paycheck). 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 \$16.78 per day during travel to a maximum of \$68.00 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).
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	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 12-week period. Tools, Equipment and Supplies: All work will be done with employer provided tools, supplies and equipment without charge or deposit. Miscellaneous: Optional, shared housing available at no cost to the worker. Any worker who voluntarily abandons employment is not entitled to payment for outbound transportation or the full 3/4s Guarantee described.
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Job Application Method

Check all the methods that individuals may use to apply for this job.

Apply via NCWorks Online (which will require follow-up by Employer via NCWO):

☒ Provide a NCWO Resume ☒ Provide a NCWO (Generic) Application ☒ At local NCWorks Career Center

Apply **directly** to employer via:

☒ Phone ☐ Fax ☐ In Person ☒ Email Resume ☐ Mail Resume

☐ Via Company or application Website (include http:// or https://)

Employer Contact Information: M.R. Mowing & Landscaping - Email: mrmowing1@yahoo.com or Phone: 704-718-8072.

Any specific application instructions or details to share with candidates? How to apply: Inquiries, applications, indications of availability and/or resumes may be sent to the nearest NC SWA: Address: 529 North Aspen Street Lincolnton, NC 28092. Phone: 704-735-8035.

Education, Licenses, and Certifications

Minimum age of applicants to this position, if any? 18

This minimum age is due to the following:

☐ Alcohol ☐ Hazardous work/materials involved ☐ Hours of Work

☒ Insurance ☐ Other (Specified in Job Description) ☐ Special Program/Category ☐ Bonding

Minimum education required, if any? N/A

Minimum months of prior experience required, if any? N/A

Occupational License/Certification Required? Specify: N/A

Is job accessible by public transportation? ☐ Yes ☒ No

Driver's License Required? ☐ Yes (private operator) ☐ Yes (CDL) ☒ No

If required, specify: Driver's License Type: ☐ Class A ☐ Class B ☐ Class C

Endorsements: ☐ Class H ☐ Class N ☐ Class P ☐ Class S ☐ Class T