

This job order is placed in connection with a concurrent H-2B labor certification application.

The job opportunity is a bona fide, full time temporary position for 32 Crab Processors/ Shrimp Deheaders from 4/1/2021 to 12/18/2021 with Styron Crab Co., Inc., 2383 Don Lee Rd., Arapahoe, NC 28510; (252) 249-1341 or email pstyron@embarqmail.com.

Pick whole cooked crabs by hand with a knife, extract meat, weigh & place in containers; sort picked crab meat by grade (i.e. jumbo lump, backfin, special and claw); remove all shells from crabmeat; will prepare & clean work station and other general labor. Remove heads from shrimp to retain highest yield possible, separate, weigh & wash shrimp; place shrimp in containers for further processing/sale. Worker will practice good food safety and sanitation standards. Lift/carry up to 40lbs.

35 hpw, 7:00am – 3:00pm; Mon– Thurs; work Fridays 7am – 12pm and extended daily hours and weekends as product is available.

Employer paid drug test is Post Accident.

No experience/ no education. Work is supervised. Employer provides 10 days on the job training.

\$9.05/hr; overtime is not guaranteed but if worked rate is paid at time and a half (\$13.58) per hour above 40 hours per week. Raise/bonus at employer's discretion. Opportunity for higher pay based on experience/performance.

Piece rate is paid at \$3.25 per pound of crabmeat, \$4/10 quart water bucket or guaranteed prevailing wage whichever is higher. Production standard: workers are to pick 2.75 lb. crabmeat per hour or remove 2.25 buckets of shrimp heads (10 quart water buckets) per hour. Workers will learn to pick a quality product clean of shell and to recognize crabs that are unsuitable for picking. No infectious diseases; seafood allergies may be fatal.

A single workweek will be used in computing the wage due. Frequency of pay is Weekly on Friday.

Shared housing available to only seasonal full-time employees. Housing is not offered to non-employees. Employees may make their own arrangements at their own expense. However, if they opt to live in employer provided housing they will be charged \$20.00 per week. Utilities are included.

The employer will make the following deductions from the worker's wages: all deductions required by law, rent (where applicable), cash advances and repayment of loans, repayment of overpayment of wages to the worker, payment for articles which the worker has voluntarily purchased from the employer, long distance telephone charges, recovery of any loss to the employer due to the worker's damage (beyond normal wear and tear) or loss of equipment or housing items where it is shown that the worker is responsible, and any other reasonable deductions expressly authorized by the worker in writing. No deduction not required by law will be made that brings the workers hourly earnings below the FLSA Federal statutory minimum wage.

Return transportation and daily subsistence will be provided if the worker completes the employment period or is dismissed early by the employer. Outbound transportation will be provided at the most economical and reasonable common carrier transportation rates for the distances involved, where applicable.

Employer provides transportation from office to and from plants located in Pamlico county. There is no itinerary involved as there are only two plant locations.

Employer 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 (but need not include passport expenses or other charges primarily for the benefit of the worker).

The employer will provide workers at no charge all tools, supplies and equipment required to perform the job.

Inquire about the job opportunity or send applications and/or resumes, indicating availability to nearest job service location or directly to the office at the NCWorks Career Center-Craven County, 2836 Neuse Blvd., New Bern, NC 28560; (p) 252-514-4828.

For workers eligible for the inbound transportation and subsistence reimbursement benefit, the Employer will advance workers a portion of their inbound transportation benefit and also reimburse the remaining amount to workers who complete 50 percent of the work period (or with the first paycheck if applicable under FLSA) and who are beyond commuting distance the reasonable cost of transportation and subsistence 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. The amount of the reimbursement for transportation cost will be the worker's actual transportation cost from the place from which the worker has come to work for the employer to the employer's place of employment or, by regulation at 655.20(j)(1)(i), the amount not to exceed the most economical and reasonable common carrier transportation cost for the distance involved, whichever is less. The employer reserves the right to assist in coordinating transportation to assure the lowest available inbound transportation cost. Such inbound transportation will be at the worker's expense. Workers who do not avail themselves of such transportation, when available, will be reimbursed only the per worker cost of the employer-arranged transportation or the most economical and reasonable common carrier transportation cost for the distance involved, whichever is less. Workers are always free to choose their own means of inbound transportation at their own liability. Workers who arrange their own transportation understand they assume all liability and hold harmless the employer for any damages, injuries, personal or property losses. Daily subsistence will be provided at a rate of at least \$12.68 per day during travel to a maximum of \$55 per day with receipts.