

NOTICE OF JOB OPPORTUNITY

GROUNDSKEEPER MACKINAC ISLAND, MI

Wawashkamo Golf Club in Mackinac Island, MI, seeks 2 Groundskeepers for temporary, full-time employment (04/01/2026 to 11/05/2026). Duties: Maintain turf areas by mowing, trimming, edging, raking, and blowing using walk-behind or ride-on mowers, string trimmers, blowers, and basic hand tools. Water turf, plants, and landscaped areas as instructed; prune shrubs and low-lying branches from the ground using hand shears or pruners. Remove debris, leaves, litter, and fallen limbs from grounds, walkways, and common areas. Apply fertilizers or basic lawn treatments only as pre-selected and directed by supervisors, using handheld or walk-behind sprayers or spreaders. Worker does not select chemicals, mixtures, or application rates. Plant flowers, shrubs, ground cover, and small plants as directed; mulch beds; weed and edge landscaped areas using shovels, rakes, hoes, and trowels. Install or replace small landscape materials such as sod patches, mulch, soil, or stones under supervision. No installation of irrigation systems, drainage structures, retaining walls, fences, decks, or other construction-related features. Maintain sand traps/bunkers by raking, leveling, and removing debris as instructed. Set out tee markers, cups, and flags according to daily course setup instructions. Perform basic seasonal tasks including leaf removal, snow removal using hand tools, and general winterization duties as directed. Perform routine cleaning and basic upkeep of tools and equipment, such as adding fuel, checking fluids, replacing trimmer line, cleaning equipment surfaces, and tightening hardware using simple hand tools. No mechanical repair work. Report any course damage, hazards, or equipment issues to supervisors. All duties are performed under direct supervision. Worker does not perform skilled trade work, construction, chemical selection, equipment repair, or technical installation tasks.

May perform other job duties pursuant to 37-3011, Landscaping and Groundskeeping Workers.

35+ hours/week. 8-hour shifts between 8:00 am and 4:30 pm or 3:00 pm and 11:00 pm. 5 days per week, Sun-Sat. May work evenings, weekends, holidays, as needed. Schedule (including workdays) may vary. May work more than the guaranteed hours. May work overtime. OT varies and must be pre-approved.

No formal education, training or experience required. On-the-job training will be provided.

\$17.41/hr; O/T \$26.12/hr. Workers will be paid no less than the wage listed. Employer may pay higher wage rates to workers based on seniority with employer and level of skill. Overtime hours may vary.

In accordance with applicable Michigan state law, Earned Sick Time Act 338, employers are required to provide earned sick time to their employees. The amount of paid sick leave provided may vary depending on the size of the business.

Employer assurances pursuant to 20 CFR 655.20:

- Single work week used in computing wages due.
- Wages paid bi-weekly.
- Work tools, supplies & equipment provided without cost to employee.
- Workers have the option of employer-provided housing for \$95 per week, and if elected, employer will deduct costs from worker's paycheck. Workers also have the option of securing their own lodging.
- Employer will make all deductions from the worker's paycheck required by law and any non-legally required payroll deductions permitted under the law and requested by Employee.

- If worker is outside of the U.S., employer will arrange & pay directly for transportation & subsistence from place of recruitment to place of work. If worker is in the U.S., upon or before 50% completion of work contract, employer reimburse the worker for transportation & subsistence from place of recruitment to place of work within five days of receiving the expense receipts. Employer will issue reimbursement within the first workweek when required to meet FLSA minimum wage obligations. Upon completion of the work contract or where the worker is dismissed earlier, if the worker has no immediately subsequent H-2B employment, the employer will provide or pay for worker's reasonable costs of return transportation & subsistence back home or to the place the worker originally departed to work. The amount of transportation payment or reimbursement will be equal to the most economical & reasonable common carrier for the distances involved. Daily subsistence will be provided at a rate of at least \$16.28 per day during travel to a maximum of \$68.00 per day with receipts.
- Employer will reimburse worker in the first work week for all visa, visa processing, border crossing & related fees, incl. those mandated by the government (excluding passport fees).
- The employer guarantees to offer work for hours equal to at least three-fourths of the workdays in each 12-week period of the total employment period.

This position is being posted in connection with a future application for H-2B workers.

Application Process: Contact the nearest office of Michigan Works (found at: <https://www.michiganworks.org/michigan-works-network>) or at 1118 East Easterday Avenue, Sault Ste Marie, MI 49783, (906) 635-1752 for referral. Reference "H-2B Wawashkamo Golf Club Groundskeeper." Or contact Wawashkamo Golf Club at ryan@theislandhouse.com or <https://wawashkamo.com>.