

JOB OPPORTUNITY

Hoekstra Roofing Company is looking to fill 20 Roofer Helper positions. This is a temporary, full-time seasonal position from 3/20/2026 to 11/20/2026. Begin/report to work: 1963 Olmstead Road, Kalamazoo, Kalamazoo County, MI 49048 @ \$21.51/hr. Employer will transport workers daily between report to work address and additional worksites. Additional worksites: (work throughout the following counties/areas): Adams, IN, Allegan, MI, Allen, IN, Barry, MI, Berrien, MI, Branch, MI, Calhoun, MI, Cass, IN, Cass, MI, Clare, MI, Clinton, MI, DeKalb, IN, Eaton, MI, Elkhart, IN, Fulton, IN, Gratiot, MI, Hillsdale, MI, Huntington, IN, Ingham, MI, Ionia, MI, Isabella, MI, Jackson, MI, Kalamazoo, MI, Kent, MI, Kosciusko, IN, LaGrange, IN, Lake, MI, LaPorte, IN, Lenawee, MI, Marshall, IN, Mason, MI, Mecosta, MI, Miami, IN, Montcalm, MI, Muskegon, MI, Newaygo, MI, Noble, IN, Oceana, MI, Osceola, MI, Ottawa, MI, Pulaski, IN, St. Joseph, IN, St. Joseph, MI, Starke, IN, Steuben, IN, Van Buren, MI, Wabash, IN, Wells, IN, Whitley, IN and areas of Battle Creek, MI, Elkhart-Goshen, IN, Fort Wayne, IN, Grand Rapids-Wyoming-Kentwood, MI, Jackson, MI, Kalamazoo-Portage, MI, Lansing-East Lansing, MI, Michigan City-La Porte, IN, Mid Michigan nonmetropolitan area, Muskegon-Norton Shores, MI, Niles, MI, Northern Indiana nonmetropolitan area, South Bend-Mishawaka, IN-MI, Southern Michigan nonmetropolitan area.

Duties: Sweep and clean roofs to prepare them for the application of new roofing materials, clean work areas and maintain equipment, remove old roof materials, unload materials and tools from work trucks, set ladders, scaffolds and hoists in place, provide assistance to other roofers installing and repairing roofs, glaze to layers to make a smooth finish or apply gravel or pebbles over top layers of roof using rakes, or embed gravel in the bitumen for rough surfaces, install, repair, or replace single-ply roofing systems, apply alternate layers of hot asphalt or tar and roofing papers to roofs, install vapor barriers or insulation on flat roofs, apply reflective roof coatings & other related Roofer Helper activities as per SOC/OES 47-3016 (onetonline.org).

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.). 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. Overtime not available for Sunday shift or holidays. Double time will be offered only for Sunday shift and holidays.

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 max muscle force to lift, push, pull, carry objects up to 60lbs (possible 2-person). Must have 3 months Roofing experience. No minimum education requirement. 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. Based on Employer's discretion/cost: Worker may have random drug/alcohol testing during employment: positive test/refusal to abide = dismissal. Possible background check post hire at employer's expense.

Wages and Conditions of Employment: \$21.51/Hour up to possible \$28.50/Hour OT \$32.27/Hour up to possible \$42.75/Hour. Wage may vary based on Experience. 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. Health and Welfare benefits may apply. 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). Potential bonuses for successful safety audits, volunteering for non-mandatory shifts (in addition to overtime/double time, if applicable) and overall performance may apply at employer's discretion. Shift premiums of an additional \$2/hour may apply for certain types of demolition work. Double time may be offered (Sunday shift and holidays) but not required. Overtime not available for Sunday shift or holidays. Double time will be offered only for Sunday shift and holidays. Double time wage of \$43.02/hr up to possible \$57.00/hr. For work performed under contracts subject to the Davis-Bacon Act or the Michigan Prevailing Wage Act, employees will be paid wages and fringe benefits in accordance with the applicable wage determination for that specific contract only. These rates may be higher than the base wage range listed above. Wages paid will never fall below the prevailing wage rate.

Standard/Expected Schedule: Monday-Friday 6:00AM -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. 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 \$16.28 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). 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. Uniforms are not required by the employer. If a worker elects to wear a company-provided uniform, the following conditions apply: The uniform remains the property of the uniform company. The worker agrees to pay a weekly uniform rental and cleaning services fee up to \$10 to be deducted from worker's weekly paycheck. If the uniform is lost or damaged beyond repair, the worker will be responsible for the cost of replacement, which may be deducted from their paycheck in accordance with applicable laws and with prior written authorization.

Miscellaneous: Optional, shared furnished housing available to the worker (including: electric, gas, water and garbage service) at a weekly housing rate up to \$135; if optional housing is agreed upon by the worker, \$135 will be deducted from worker's weekly paycheck. Any worker who voluntarily abandons employment is not entitled to payment for outbound transportation or the full 3/4s Guarantee described.

Employer Contact Information: Hoekstra Roofing Company - Phone: 269-343-5536 or Email: employment@hoekstraroofing.com. How to apply: Inquiries, applications, indications of availability and/or resumes may be sent to the nearest MI SWA: 1601 South Burdick St, Kalamazoo MI 49001-4614. Phone: 269-383-2536.