

Visit our website weekly for updated job leads! Updates available by noon on Mondays. [www.yatescounty.org/wfdjobs](http://www.yatescounty.org/wfdjobs)

## Yates County Job Leads February 12, 2018

### AUTOMOTIVE/DRIVERS

#### Truck Driver (Geneva, NY)

- Helena Chemical Company, an agricultural inputs and services supplier, has an opening for an experienced truck driver. Responsibilities include deliveries, loading and unloading products, forklift operation, and general warehouse duties. Required high school diploma or equivalent and class A CDL with hazmat endorsement. We offer a comprehensive benefits package. Apply in person at 3704 Yaegel Road, Geneva or email resume to [wilberm@helenachemical.com](mailto:wilberm@helenachemical.com).

Chronicle Express 2/7/18

#### Independent Contractor (Rushville, NY)

- Independent Contractor route available immediately in Rushville/Middlesex for delivery of the Daily Messenger Newspaper. 6 days a week, Tuesday-Sunday. Weekly profit/direct deposit. Must have a valid driver's license, proof of insurance, reliable vehicle. You must be dependable. For more information, call our circulation department at 585-394-7600.

Chronicle Express 1/31/18

#### CDL Drivers (Phelps, NY)

- Current openings for experienced Truck Drivers! Requirements: 2 yrs. experience minimum, safe driving history. Flatbed, Van and Walking Floors, Dump Trailers. Dump trailer experience needed. Wages \$1,000.00 or more weekly. Company IRA with company match. Health Insurance, prepaid legal insurance provided. Respond to this ad or call 315-548-8652.

Craigslist post ID: 6460438164 1/15/18

#### Auto Technician (Montour Falls, NY)

- Immediate opening for full-time Auto Technician at Parmenter Tire, Auto, & Truck Service Montour Falls. Requirements include drug screen, New York State driver's license, New York State Inspector's License, and own tools. Ability to work in a team environment, have good attendance and understand that safety is a priority. Ability to work Saturdays. Generous hourly wage based on experience and commission. If you're interested in joining our team, please send an email to [tbabcock@parmenterinc.com](mailto:tbabcock@parmenterinc.com) or contact Terry or Tim at (607)535-7106. Resume not required. Don't wait!

Workforce Development 1/22/18

### CUSTOMER SERVICE/SALES

#### Sales Associate (Finger Lakes Region)

- Requirements: Own vehicle needed. High school diploma required. Sales experience preferred. Flexible hours, set your own hours. Full or Part Time. Description: Sales representative to cover the Finger Lakes area. Need to be a self-starter, with a motivated desire to sell. Good writing and communication skills. Must have professional appearance and conduct. Need basic computer knowledge. Other duties as assigned. Contact Rich at (315)694-2486.

Chronicle Express 1/24/18

#### Customer Service Representative (Geneva, NY)

- Our internet business is growing and we need your customer service talent. We are family-owned. We work hard and we play hard. Come join us! Responsibilities include but are not limited to:
  - Processing internet orders
  - Customer service phone calls
  - Sales in the store
  - Pulling and filling ordersQualifications:
  - Associate's degree preferred
  - Exceptional customer service skills; passionate about customer satisfaction and issue resolution

- Attention to detail
  - Computer and internet skills; familiarity navigating through multiple website
  - Troubleshooting skills and the ability to multi task
- To apply, please send resumes to [mindy@supercasuals.com](mailto:mindy@supercasuals.com).

Craigslist post ID: 6464395924 1/18/17

### Sports Marketing Consultant (Penn Yan, NY)

- Job Summary: We are looking for a Sports Marketing Consultant for our new, state-of-the-art studio location in Penn Yan, NY. You will target, close, and service new business accounts for several radio stations, events and internet advertising. High energy position in a creative environment with team support. Ideal candidates must be any extremely motivated, organized, fearless, self-starters who love to help clients grow through the power of radio, internet, and event marketing. Responsibilities and Duties: Success in targeting new customers. Building ongoing business relationships. Setting appointments with decision makers. Uncovering key marketing solutions through well planned needs analysis. Create integrated marketing solutions including radio, digital, event sponsorships, et al. Ability to close on new business. Service accounts while building value and uncovering additional areas for growth. Qualifications and Skills: Effective written and oral communication skills. Advanced knowledge of Microsoft Word, PowerPoint & Excel. 1 year experience in Marketing, Sales, and Outside Sales preferred. Apply at <https://www.indeed.com/jobs?q&l=penn%20yan%2C%20ny&start=10&vjk=f279dfa6a1169811> Indeed 1/26/18

### Vending Attendant (Keuka Park, NY)

- JOB DESCRIPTION: Fill vending machines at customer locations, perform cleaning duties as assigned, complete daily duties/tasks within the scheduled work shift, demonstrate creative thinking by suggesting alternative procedures to work flow or possible areas of improvement to immediate manager, communicate effectively with customers, follow proper guest service procedures whenever interacting with others by smiling and making eye contact, responsible for ordering and inventory control of merchandise. JOB REQUIREMENTS: Must be comfortable working in a fast-paced environment, with the ability to multitask, ability to make change for customers, ability to effectively work independently and utilize time efficiently, outgoing personality with the ability to up sell, ability to be analytical and organized. Benefits: AVI offers a family culture and atmosphere, competitive compensation, 401(k) with generous company match, paid vacations and holidays, immense training and growth opportunities. We conduct pre-employment drug testing. Apply at <https://avi-foodsystems.jobs.net/en-US/job/vending-attendant/J3W1H25XH5GVNJMP39M?idpartenaire=10024> Indeed 1/22/18

### Sales Associate (Penn Yan, NY)

- OBJECTIVE: To greet and assist customers with the selection of merchandise. RESPONSIBILITIES:  
 Customer Service: •Smile and greet each customer promptly •Interrupt store tasks to greet, assist, and answer questions for customers •Suggest additional merchandise to customers on sales floor, at wrap stations, and in fitting rooms •Follow-up on customers in fitting rooms to see if they need additional service •Thank the customer by name and invite them to come back at the close of each sale •Handle all returns/ exchanges according to company policies/ procedures, including Always Say Yes •Maintain the store and all wrap stations in a clean, neat, and organized manner •Opt-In (telephone and email capture)  
 Personal Productivity: •Sales •Volume Per Hour (VPH) •Units Per Transaction (UPT) •New Accounts •Club 50 •Magazines •Opt-In (telephone and email capture)  
 Loss Prevention: •Provide customer service •Alert management of suspicious situations •Follow store procedures •Work with integrity •Follow sensor tagging program (if applicable)  
 Credit: •Ask every customer to open a new account •Open and activate a minimum of (1) one new account per month •Always suggest purchase using company charge card •Communicate the Premier Rewards Program  
 Merchandise Presentation: •Hang, Fold, Size, Sensor (where applicable), Sign and Steam (where applicable) •Implement merchandising Floor Plans/guidelines •Ensure featured merchandise is appropriately layered to suggest possible wardrobe ideas to the customer •Follow "Folded Merchandise Guidelines" •Create and maintain full, exciting displays •Present clearance merchandise correctly •"Close to Open"  
 Store Operations: •Set-up Sales Event prior to sale start date (to include signing) •Complete Price Changes (PCA's) by close of business on the effective date •Complete Transfers by close of business on the effective date •Complete Damages by close of business on the effective date •Merchandise counts •Process in-coming freight including hanging, folding, sensor-tagging, etc. •Housekeeping responsibilities including vacuuming, dusting, restrooms, etc.  
[https://wfa.kronostm.com/index.jsp?LOCATION\\_ID=51516915273&locale=en\\_US&applicationName=SpecialtyRetailersNonReqExt&SEQ=postingLocationDetails&POSTING\\_ID=46224061705&source=ContactSources.IJB&SpecificSource=ContactSources.IJB.SpecificSources.Indeedcom](https://wfa.kronostm.com/index.jsp?LOCATION_ID=51516915273&locale=en_US&applicationName=SpecialtyRetailersNonReqExt&SEQ=postingLocationDetails&POSTING_ID=46224061705&source=ContactSources.IJB&SpecificSource=ContactSources.IJB.SpecificSources.Indeedcom) Indeed 1/22/18

### Store Team Member (Penn Yan, NY)

- Store Team Members play a meaningful role within the CVS Health family. At CVS Health, we're shaping the future of health care for people, businesses, and communities. With your talents and expertise, you can help us play a more active and supportive role in each person's unique healthcare needs. Join our team of thousands as we positively impact millions...one customer at a time. The Store Team Member position provides an opportunity, in a leading retail setting, to excel in a growing, high impact, customer focused role, working both independently and as a member of a team, to positively impact the lives of others. For functions, requirements, or to apply, please visit [https://jobs.cvshealth.com/ShowJob/Id/107431/?board=92E050D5-8220-44CC-82A0-A3610D877E65&utm\\_source=Indeed&rx\\_campaign=indeed0&rx\\_group=106219&rx\\_job=22857BR&rx\\_source=Indeed](https://jobs.cvshealth.com/ShowJob/Id/107431/?board=92E050D5-8220-44CC-82A0-A3610D877E65&utm_source=Indeed&rx_campaign=indeed0&rx_group=106219&rx_job=22857BR&rx_source=Indeed)

Indeed 1/22/18

### Sales Associate (Penn Yan, NY)

- The Sales Associate is a key employee whose actions have a direct effect on the store quality for our guests, in addition to ensuring profitability of our stores. This position is responsible for providing prompt, efficient, effective, safe and courteous quality services to the guest. For a full description or to apply, please visit <https://my.jobs/0b58546f1a484330b8cc278e46467ad6161>

OSOS 2/12/18

### Sales Associate (Penn Yan, NY)

- Dollar General is looking to hire a Sales Associate. The Sales Associate will act as the point of contact for customers, assist in setting and maintaining plan-o-grams and programs, stock merchandise adequately, and perform other duties as necessary to maximize profitability, customer satisfaction, and teamwork while protecting company assets. To see a list of essential functions and qualifications and to apply visit <https://retail-dollargeneral.icims.com/jobs/85782/sales-associate-in-penn-yan%2c-ny/job?hub=12>

OSOS 2/5/18

## EDUCATION/SCHOOLS

### PK-6 Music (Dundee, NY)

- Dundee Central School has a position opening for PK-6 Music. Must have New York State certification in Music. Starting the 2018-2019 School Year. Interested applicants should submit: letter of intent, resume, references, placement folder, and transcript. Application may be downloaded from website at [www.dundeecs.org](http://www.dundeecs.org). Please respond by March 2, 2018 to Laurie Hopkins-Halbert, Elementary Principal, Dundee Central School, 55 Water Street, Dundee, NY 14837. (607)243-5534.

Dundee Observer 2/7/18

### Special Education Teacher (Penn Yan, NY)

- Full-time position available at Penn Yan Academy, eff. 2/26/18. NYS Special Education Teacher Certification required. To apply, submit an online application at: <https://pennyan.recruitfront.com>. Application deadline: 2/5/18.

Dundee Observer 1/31/18

### Agriculture Teacher (Penn Yan, NY)

- Full-time position available at Penn Yan Academy, eff. 7/1/18. Duties also include FFA Advisor. NYS Agriculture Teacher Certification required. To apply, submit an online application at: <https://pennyan.recruitfront.com>. Application deadline: 2/5/18.

Dundee Observer 1/24/18

### Substitute Bus Drivers and Bus Attendants (Penn Yan, NY)

- Needed at the Penn Yan Central School District. Individuals must enjoy being with children. Training is available. Applications are available at 1 School Drive, Penn Yan, NY 14527. Applicants must be Yates County Civil Service approved.

Dundee Observer 1/24/18

### Teacher Aides (Dundee, NY)

- DUTIES AND QUALIFICATIONS: Applicants are expected to monitor behavior, attend to student comfort and safety and assist students on school grounds, in the school building and in transit on school vehicles (as needed), as well as helping teachers in the educational setting by assisting with routine classroom tasks and chores. Candidates must be in good physical condition, have good interpersonal and communication skills and be able to foster positive relationships with students and co-workers and be able to establish and maintain student respect and discipline. Candidates must successfully pass a physical performance test as a condition of hire. \$10.40/hr. Applicants wishing to be considered for this position must call the Business Office at (607) 243-5533 ext. 7703 or send an email to [mlawson@dundeecs.org](mailto:mlawson@dundeecs.org) and request to be placed on the roster of applicants for consideration on or before the application deadline. Applications available at <https://mycivilservice.yatescounty.org/jobopps>. Deadline 11/25/18.

Workforce Development 2/12/18

### Multiple Positions- Keuka College (Keuka Park, NY)

- Keuka College has many openings, both faculty and staff & admin. To see these openings, visit [https://keuka.peopleadmin.com/postings/search?utf8=%E2%9C%93&query=&query\\_v0\\_posted\\_at\\_date=&481%5B%5D=2&commit=Search](https://keuka.peopleadmin.com/postings/search?utf8=%E2%9C%93&query=&query_v0_posted_at_date=&481%5B%5D=2&commit=Search) Workforce Development 1/22/18

## **HEALTHCARE/HUMAN SERVICE**

### Staff Social Worker, Sr. Registered Professional Nurse (Schuyler County)

- Schuyler County Dept. of Community Services is seeking a Staff Social Worker (LMSW). This is a 35 hour per week position, \$28.59/hr. Person hired will need to take Civil Service examination at a later date. The Dept. of Community Services is also seeking a Sr. Registered Professional Nurse. This is a 35 hour per week position, \$26.73/hr. No Civil Service exam required. Applications to be accepted until position is filled. For required application and information on qualifications, visit [www.schuylercounty.us](http://www.schuylercounty.us) or contact Schuyler County Civil Service, 105 Ninth St., Unit 21, Watkins Glen, NY 14891. Phone (607)535-8190. Dundee Observer 2/7/18

### Home Health Aide (Penn Yan, NY)

- Cleaning, laundry, grocery shopping, and cooking. \$10.50/hr. to start. Up to 30 hours available. Must be reliable, mature, professional. References needed. Call Linda at 607-377-2354. Chronicle Express 1/31/18

### Licensed Vet Tech (Phelps, NY)

- Small Animal Veterinary Hospital - We are seeking a full-time Licensed Veterinary Technician to join our team. Candidates must be licensed in New York State and proficient in all technical skills, including, but not limited to, x-ray, dentistry, anesthetic monitoring, surgical assistance, laboratory sample preparation and medical skills. You must be passionate about patient care, client education, and have strong communication skills. Hours will include some evenings and rotation with other team members on Saturday mornings. Salary will be based on education and experience level, and includes a benefits package. Craigslist post ID: 6464206224 1/18/18

### Dental Assistant (Phelps, NY)

- Dental practice is seeking a qualified chairside assistant. Clinical experience preferred. Seeing patients Mon, Tues, Thurs., and Friday. No scheduled evenings or weekends. Friendly environment, tremendous patients - please forward resume with references if you're interested in joining our dynamic team. "A smile is a little thing that makes a big difference." Craigslist post ID: 6463306747 1/17/18

### Finger Lakes Community Health- Multiple Positions (Penn Yan, NY)

- **Patient Service Representative-** A friendly greeting can make a patients' day. Are you a morning person with a positive attitude? Do you have strong organizational skills? Is multi-tasking your middle name? As a Patient Service Representative, you are often the first person a patient sees upon walking in, which can impact their medical visit-and we want all our patients to have a positive experience. As a Patient Service Representative, you have the important job to collect patients' personal information used by our clinical and support staff to provide the very best of care. You will need to be cool under pressure while accomplishing multiple tasks including checking patients in and out, and answering our phones. This all happens with a smile! A Patient Service Representative is a vital part of Finger Lakes Community Health-one of the fastest growing health centers in New York State. With eight health centers and over 25,000 patients, we provide primary care, dental and behavioral health services. If you would like to be "the face of Finger Lakes Community Health" and have the following additional qualifications, we encourage you to apply. This position will work at both our Penn Yan and Dundee locations. Let's talk!  
To apply, please visit <https://www.flchealth.org>. OSOS 2/5/18

### Public Health Nurse (Yates County)

- This position involves responsibility to provide public health nursing services to individuals, families, and population groups. Nursing actions are directed toward the goals of prevention, assessment, risk reduction, and health status improvement for individuals, families and communities. Nursing activities include, but are not limited to, systematic analysis of health data, care plan development, health education and advocacy, coalition building, and collaborating with community partners to promote the health of a population. Public Health Nurses often collaborate and consult within multidisciplinary and multi-agency teams in order to achieve desirable outcomes for families and communities. Public Health nursing interventions occur at individual, family, community and system levels depending upon the responsibilities of the position and the

program or issues involved. Work is performed under the general direction of the Supervising Public Health Nurse or Director of Public Health and in accordance with the New York State Nurse Practice Act. Supervision may be exercised over Registered Professional Nurses, Licensed Practical Nurses and General Support Staff. Does related work as required.

**MINIMUM QUALIFICATIONS:**

- Graduation from high school; or possession of a high school equivalency diploma; AND
- Graduation from a regionally accredited college or university or one accredited by the New York State Board of Regents to grant degrees with an Associate’s Degree or higher in Nursing; AND
- Licensure and current registration to practice as a Registered Professional Nurse in New York State.

**SPECIAL REQUIREMENTS:**

- Possession of a valid New York State Driver’s license is required at the time of appointment, and such license must be maintained in good standing throughout the tenure of employment in the position;
- Must be able to be fitted for, and wear a NIOSH 95 mask.
- One (1) year of full time or equivalent part-time paid experience working as a licensed Registered Nurse is beneficial but not required.
- Experience in maternal child health, early intervention and/or immunizations in a clinic or community practice setting is preferred.

Apply at: <https://mycivilservice.yatescounty.org/joboppps>

Workforce Development 2/12/18

**Site Coordinator (Yates County)**

- The Child Advocacy Center of the Finger Lakes is hiring a Site Coordinator.

**Responsibilities:**

- Establish rapport and work directly with the Child Abuse Response Team (CART) of Yates County.
- Develop protocols with Yates County CART in compliance with National Children’s Alliance and NYS Office of Children and Family Services standards.
- Identify site and oversee opening of satellite site in Yates County.
- Manage on-going needs of the site and the CART, maintaining strong relationships with each of the partner agencies.
- Establish and maintain strong linkages with appropriate networking affiliations and participate in community coalitions, as assigned.
- Complete periodic tasks to support and maintain organizational structure of CACFL, as needed
- Conduct site tours and community presentations regarding the CACFL model, child safety, and child abuse prevention.
- Participate in trainings to stay current on best practices and relevant issues (may include travel).
- Other projects and tasks as appropriate and necessary, including fundraising activities for the agency.
- Ensures confidentiality and privacy is maintained with respect to all communication and records, unless exempted by law.

**Experience/Education/Skills/Abilities Required:**

- BA in social work, human services, criminal justice or sociology or a related field.
- Working knowledge of the Child Abuse Response Team model.
- Experience (2-5 years) of working with a Multidisciplinary Team.
- Knowledge of sexual abuse dynamics, family violence, criminal justice system, and community resources.
- Excellent organizational, problem solving and priority setting skills.
- Excellent verbal and written communication skills.
- High comfort level with public speaking.
- Ability to openly and respectfully communicate with team members with differing opinions.
- Ability to work a flexible schedule (could include nights and weekends) and travel as necessary locally and regionally.

**CONFIDENTIALITY:** All employees of the Child Advocacy Center of the Finger Lakes are held to highest standards of confidentiality and shall observe and require the observance of applicable County, Federal and State requirements relating to the confidentiality of records and information.

**Other requirements:**

- Valid Driver’s license and reliable transportation with current registration, tag and insurance.
- Agree to submit to and successfully complete a criminal background check

**Contact:** Jennifer Brownell, Program Director at [jennifer@cacfinglakes.org](mailto:jennifer@cacfinglakes.org). Resume and three references required.

Workforce Development 2/12/18

**Multiple Positions- Pro Action of Steuben and Yates**

- Full Time Opportunities:
  - EHS Food Service/Support Staff- Hornell
  - Home Based Family Educator
  - Early Childhood Education Teachers

- Early Head Start Home Visitors
- Resource Advocate / Home Visitor
- Construction Laborer
- Part Time Opportunities:
  - Project Care Van Driver
  - Bus Driver – Hornell
- Substitute Opportunities:
  - Substitute Drivers – Yates OFA Transportation
  - Substitute Van Drivers – Senior Nutrition
  - Head Start Classroom Substitutes – Wayland
  - Head Start Classroom Substitutes – Corning
  - Head Start Classroom Substitutes – Addison
  - Head Start Classroom Substitutes – Savona

For full descriptions and to apply for any of the positions listed above, please visit <http://proactioninc.org/job-opportunities/>

Workforce Development 2/12/18

**Finger Lakes Health- Multiple Positions (Penn Yan, NY)**

- Certified Nurse Aide Training Program
- Computer Operator II
- ED Crisis Evaluator
- EMT Basic- Cohocton
- In-Patient Counselor
- LPN Med Long Term Care- Bedside
- LPN Meds Acute- Bedside
- Nurse Manager- LTC
- Paramedic/ Critical Care EMT
- Pharmacy Tech II
- Registration Representative
- RN Bedside- Emergency Department
- RN Bedside- Med/Surge Acute
- RN Bedside- Unit II
- RN- Cardiac Rehab Nurse

For a more detailed description and to apply for any of the jobs listed above, please visit

[https://www.healthcaresource.com/fingerlakes/index.cfm?fuseaction=search.categoryList&template=dsp\\_job\\_categories.cfm](https://www.healthcaresource.com/fingerlakes/index.cfm?fuseaction=search.categoryList&template=dsp_job_categories.cfm)

Workforce Development 2/12/18

**Arc of Yates- Multiple Positions (Penn Yan, NY)**

- Substitute Residential Direct Support Professional
- Substitute Direct Support Professional - Center for Lifelong Learning
- Direct Support Professional- Community Support Services
- Direct Support Professional - Center for Lifelong Learning
- AR-Medical Billing Specialist
- Program Coordinator - Center for Lifelong Learning
- Residential Direct Support Professional
- Assistant Manager- The Center for Lifelong Learning
- Registered Nurse - Clinical Operations

For more details and to apply for any of the jobs listed above, please visit <http://www.arcofyates.org/Work-With-Us>

Workforce Development 2/12/18

**Direct Support Professional (Penn Yan, NY)**

- Catholic Charities Community Services is hiring Direct Support Professionals. The Direct Support Professional will provide support and instruction in activities necessary to promote and maintain independence and self-determination for individuals with intellectual/developmental disabilities receiving services living in a Catholic Charities Community Services residential setting. Qualifications: High school diploma or equivalent, one year practical experience working with individuals with developmental disabilities preferred. Please apply at <https://www.cccsrochester.org/join-our-team/employment-opportunities/9-developmental-disabilities-services/3-dd-dsp-res-py-lyons-sdd12-13>

Workforce Development 2/12/18



## **HOSPITALITY/RESTAURANT**

### **Utility Worker/Dishwasher (Keuka Park, NY)**

- AVI Foodsystems, Inc. is now hiring part time Utility Workers/Dishwashers in Keuka Park! We are looking for friendly and service oriented people to join our team! BENEFITS: AVI is proud of its team members and appreciates the hard work, loyalty and committed service they provide every day, which is why we offer the following: A family culture and atmosphere, immense training and growth opportunities, competitive compensation, 401(k) with a generous company match, paid vacation and holiday time, advancement opportunities. JOB DUTIES: Assist with cleaning the kitchen and maintaining a sanitary work area, wash dishes, glassware, flatware, and pans using dishwashers or by hand, ensure all kitchen work areas, equipment and utensils are clean, professional and in an orderly condition at all times, place clean dishes, utensils and cooking equipment in proper storage areas, ensure the workspace meets all established sanitation and safety standards, request supplies and equipment needed for cleaning and dishwashing. REQUIREMENTS: Previous dishwashing experience preferred, ability to maintain a safe work environment, knowledge of, or ability to learn, standard cleaning methods and equipment used in dishwashing work, ability to understand and carry out oral and written instructions, ability to exert continuous physical effort including frequent bending, walking and heavy lifting. TO APPLY, PLEASE VISIT: <http://www.jobs.net/j/JbHFCqUn?idpartenaire=10018> Craiglist post ID: 6488946267 2/8/18

### **Housekeeping Attendant (Geneva, NY)**

- Belhurst Castle, a premier and famous destination in the Finger Lakes is accepting applications for Housekeeping Attendants. Part time positions are available! Interested individuals must be willing to work flexible hours including weekends and holidays. Must have reliable transportation to and from work. Must be able to walk stairs. Responsibilities include but are not limited to: Assist in coordinating the activities of the Housekeeping Team by attending monthly department meetings, inspect all areas of the hotel: rooms, public space, etc. to ensure sanitation and that all health and safety standards are met, tasks like vacuuming, cleaning, sanitizing, making beds, cleaning showers/bathrooms, etc. Craiglist post ID: 6480555024 2/1/18

### **Part Time Cleaning Help (Watkins Glen, NY)**

- Part time cleaning help needed nights. Mon, Tue, Thur, Fri after 5pm. Location takes about an hour to service. So about 4 hrs./week. Basic skills - vacuuming, mopping, dusting, trash, bathrooms etc. Looking for someone ASAP. Please send resume/experience. Pays \$50/week. Craiglist post ID: 6463321348 1/17/18

### **Barista/Cashier (Keuka Park, NY)**

- Job Description: Create and serve, with a smile, chilled and hot beverages such as coffee, cappuccinos, espresso, lattes and fruit-blended drinks, maintain a level of excellence through great service and small-talk with each customer you assist, maintain clean, neat, and orderly cash atmosphere, counter and prep area, greet your customers as soon as they are seen at the counter. Job Requirements: Ability to multi-task and work in a fast-paced environment, previous Barista experience is a plus, ability to make the correct change for all customers. Benefits: A family culture and atmosphere, competitive compensation, health, dental, vision, and life insurance for full-time team members, 401(k) with generous company match, paid vacations and holidays, immense training and growth opportunities, company provided uniforms, discount program. We conduct pre-employment drug testing. Apply at: <https://my.jobs/d4149e8bed30463195c3f26077f518e8161> OSOS 2/5/18

### **Tasting Room Server (Hammondsport, NY)**

- Ever thought about working with us at the brewery? Well, we're hiring! We're now hiring a Tasting Room Server available to work Wednesdays - Sundays in the tasting room. Duties would include pouring tastings, scheduling tastings, events, and tasting room maintenance. No experience necessary but you must be 18 or over and able to lift up to 50 lbs. To apply, send your resume to [rich@keukabrewingcompany.com](mailto:rich@keukabrewingcompany.com) Workforce Development 1/22/18

### **Hampton Inn- Multiple Positions (Penn Yan, NY)**

- Stop in and fill out an application! Serious inquires only. Filling the following positions:  
Full Time Night Auditor  
Full Time Guest Service Agent  
Part Time Overnight Security Workforce Development 2/5/18

### **Multiple Positions- Watkins Glen Harbor Hotel (Watkins Glen, NY)**

- Room Attendants and Turn Down Attendants
- Sales Manager

- Guest Service Supervisor

To apply for any of the positions above, please visit

[http://www.watkinsglenharborhotel.com/careers.php?sm\\_au=iVVSTjW2tvwnMVJR](http://www.watkinsglenharborhotel.com/careers.php?sm_au=iVVSTjW2tvwnMVJR)

Workforce Development 2/5/18

## **LABOR/AGRICULTURAL**

### **Cleaner (Dundee, NY)**

- Dundee Central School has an anticipated opening for a cleaner. This is a 12 month, full-time position, with contract benefits including paid leave, cost-sharing medical benefits, state retirement, and annual salary increases. Hourly wage rate is \$10.40, with an additional \$.35/hr. shift differential. After 6 months of successful employment, a wage increase of \$.25/hr. is earned. Applicants must have an approved application on file with Yates County Personnel Office. Application deadline is February 9, 2018. Dundee Observer 1/31/18

### **Groundskeeper (Penn Yan, NY)**

- Anticipated position available at Penn Yan Central School District. 12 Month position, 8 hours per day. Apply to Ms. Cathy Milliman by February 5, 2018. Applicant must be Civil Service approved. Dundee Observer 1/31/18

### **Laborer (Penn Yan, NY)**

- Construction background or car painting experience helpful. Apply in person at Reme Casting, 118 Monell Street, Penn Yan. Chronicle Express 1/31/18

### **Electric Grounds Person (Penn Yan, NY)**

- The Village of Penn Yan has an opening for one electric grounds person. This is a Civil Service position that is full time, 40 hours per week and subject to Civil Service rules for eligibility. For more information and to apply, please visit <https://mycivilservice.yatescounty.org/jobopps>. Application deadline is Friday, February 9, 2018. Chronicle Express 1/24/18

### **Various Positions- Document Reprocessors (Penn Yan, NY)**

- Document Reprocessors at 26 Powell Lane, Penn Yan, has immediate openings for personnel willing to fill various positions. These openings could include light industrial and general labor, data entry, office bookkeeping and other clerical computer applications. Those interested should stop in for an application. Chronicle Express 1/22/18

### **Summer Camp Maintenance Technician (Penn Yan, NY)**

- Seeking a Maintenance Technician for Camp Whitman on Seneca Lake. This is a seasonal, part-time position, averaging approximately 28-36 hours per week for the period of April 1- October 31. Skills, Experience, Knowledge and Abilities Needed: General maintenance processes for buildings and grounds, basic plumbing, electrical, mechanical and structural repairs, customer service skills and willingness to work in a team environment, initiative, high school education or its equivalent or sufficient work experience to demonstrate competence, ability to work independently and under pressure, ability to understand and follow directions, ability to prioritize and manage time, ethical conduct and ability to maintain confidentiality.

Job Responsibilities & Tasks: Building Maintenance: Perform routine building inspections and report repair needs, repair items recommended by staff in cabins and buildings, maintain and clean the buildings as necessary. Groundskeeping: Maintain all lawns, pathways, trails and gardens, repair items recommended by staff including trees, pathways, trails & ropes course. Water System, Pool: Perform water tests and/or collect samples as instructed by the Camp Caretaker.

Craigslist post ID: 6488101571 2/7/18

### **Construction Labor/Apprentice (Naples, NY)**

- Diversified Contracting is seeking construction laborers/apprentices to join our growing, quality oriented company. Immediate, full time openings now available. Be a part of our loyal team in the beautiful Finger Lakes region. Steady Work. Good Pay. Reliable transportation and a tobacco-free workplace a must. Full time, year round work! Skill Set Required: Ability to accurately measure, ability to follow all safety regulations, very comfortable and experienced with using all hand tools, equipment and materials common to the trade. For over 40 years, Diversified Contracting has been the premier contractor serving the Finger Lakes region in Western and Central New York. We offer solid construction solutions including structural renovations; jacking & leveling, foundations, basements, excavation; site preparation, remodeling, house & building moving, retaining walls, septic systems, utility installation, etc. Craigslist post ID: 6493536387 2/12/18



### **Agriculture Mechanic (Geneva, NY)**

- Seneca Foods Corporation has an opportunity available for a qualified Agriculture Mechanic to work at our Geneva, New York facility. The Agriculture Mechanic will monitor product flow during harvesting to ensure uninterrupted flow to the plants and relieve harvester Operators when necessary. Essential Job Functions: Assist senior mechanics with repairs and maintenance, assist with minor repairs of equipment and vehicles, assist in moving equipment to fields for harvesting, load/unload supplies as required. One (1) to three (3) years of related automotive mechanical experience. We offer a competitive wage and benefit package. If you believe that you have the necessary skills for this position, please submit your resume or apply in person at our Human Resource Office, at 100 Gambee Road, Geneva, NY 14456 Monday-Friday 7:00AM-3:30PM. By fax to: (315) 781-0797. Craigslist post ID: 6480893015 2/1/18

### **Farm Help (Penn Yan, NY)**

- Part-time, hours can be flexible for the right person. Horse farm. Stall cleaning, feeding, turnouts. Looking for an ambitious worker with reliable transportation and some horse/large animal experience. Respond to this ad with your contact information and a brief description of experience. Craigslist post ID: 6480564742 2/1/18

### **Maintenance Technician (Geneva, NY)**

- The Hampton Inn Geneva, NY is looking to hire a FULL time maintenance technician. A maintenance technician is responsible for cleaning, maintaining, and repairing building fixtures including lights, locks, windows, doors, window and door screens, flooring material, gutters, and drains. The maintenance technician will take care of maintenance duties involving carpentry, painting, plumbing, and electrical repairs to guarantee that the building is properly and safely maintained. Other responsibilities include routine preventive maintenance to ensure efficient operation of building systems and to prevent deterioration of the physical condition of the buildings on the property. HVAC and POOL experience preferred. Must be flexible with schedule. Please email resume or pick up application at 43 Lake Street Geneva, New York 14456. Craigslist post ID: 6478343297 1/30/18

### **Greenhouse Manager (Montour Falls, NY)**

- Stillman's Greenhouse and Garden Center is looking to fill a full time position for Greenhouse Manager. Duties would include: Cultivation and care of plants, sowing and transplanting seeds, skill in assembling dish gardens, potted plants, hanging baskets ect., pruning, trimming, watering, general customer service, ability to keep track of and log Customer base, tagging and identifying plants, various other duties. Requirements: A good eye for design. Experience and prior horticultural knowledge is a MUST. A Pesticide Application license is desired, or the ability to be sent to classes to receive certification. Craigslist post ID: 6470394338 1/23/18

### **Marine Service Technician (Keuka Lake, NY)**

- Keuka Watersports Inc. Diagnose and repair Yamaha Outboard and Volvo Stern Drive engines, and jet skis. Diagnose and repair rental boats. Dealer prep new boats sold. Winterizing, shrink wrap storage, indoor storage. Hauling boats. How many years of marine repair experience do you have? Have you completed the following level of education: High school or equivalent? Do you have the following license or certification: Yamaha & Volvo Certification? Are you willing to undergo a background check, in accordance with local law/regulations? Job Type: Full-time. Salary: \$15.00 to \$25.00/hour. Craigslist post ID: 6464301446 1/18/18

### **Shelter Farm Assistant (Watkins Glen, NY)**

- Responsibilities & Duties: Cleaning large animal and small animal shelter housing barns. Barn cleaners are assigned daily cleaning responsibilities for a full, 8 hour daily work shift day. Cleaning procedures include:
  - Raking out all bedding straw in barns
  - Scrubbing perches, nestboxes, feed & water pallets
  - Scrubbing walls & gates
  - Cobweb dusting barns
  - Cleaning hospital barn walls and flooring
  - Spreading old bedding on pastures
  - Assisting with farm maintenance as neededQualifications:
  - Reliable and dependable
  - Able to work in all weather conditions
  - Able to perform strenuous physical labor and lifting
  - Ability to complete all barn cleaning schedules as assigned
  - Team player; able to work well with a variety of people
  - Perform any other tasks as assigned by supervisor

- Previous farm or work experience at animal care facility helpful
- Farm equipment knowledge & ability to drive tractors helpful

Job Specifications:

- Full-time position
- Weekends and holiday hours may be required
- Starting wage is \$11.00 per hour
- Competitive benefits package, including paid holidays; personal days; vacation and sick leave; health, dental, vision, and life insurance; 403(b) plan; flexible spending accounts; and long-term disability insurance

All interested applicants are required to complete Farm Sanctuary's Employment Application. Instructions for sending supplemental materials will be provided within the application. For questions or to request a copy of the employment application by mail, please contact [humanresources@farmsanctuary.org](mailto:humanresources@farmsanctuary.org). Apply at

<https://www.indeed.com/jobs?q&l=penn%20yan%2C%20ny&start=10&vjk=d9df990e39bc38fd>

Indeed 1/26/18

## **OFFICE WORK/MANAGEMENT**

### **Law Office Assistant (Penn Yan, NY)**

- P/T or F/T. Must possess strong spelling, grammar, and interpersonal skills, be attentive to details, and be proficient in Microsoft Office (Word, Excel, and Outlook). Reply to Box #590, c/o The Chronicle Express, 138 Main St., Penn Yan, NY 14527. Chronicle Express 1/17/18

### **Office Person (Penn Yan, NY)**

- Document Reprocessors has immediate openings in Penn Yan, NY for Accounting Clerk/Bookkeeper/Office Manager/Estimator/Project Billing clerk. Multiple job openings in the areas above to include some or all of these tasks: posting project expenditures, accounts receivable, accounts payable, labor records, time sheets, estimating, project billing, and payroll entry. Software used: Microsoft Word, Excel, QuickBooks. Must have writing skills and a general knowledge of accounting practices. Additional administrative office support will be assigned as needed. High school diploma or GED and one year of experience required. Stop in at 26 Powell Lane to pick up an application. Chronicle Express 1/17/18

### **Experienced Bookkeeper (Geneva, NY)**

- Career growth opportunity for right candidate. Local CPA firm is seeking a detail-oriented Bookkeeper / Jr. Staff Accountant to assist with monthly recurring client needs. Primary responsibilities for this position include processing accounts payables and receivables, managing bank reconciliations, posting journal entries. This position will also include assisting with payroll processing, quarterly payroll returns, sales tax returns and W-2 processing. The ideal candidate will have 4+ yrs. experience with QuickBooks, Microsoft Excel and Word and Outlook. An Associate's degree in Accounting is preferred. Somewhat flexible work schedule possible. Craigslist post ID: 6460828538 1/15/18

### **Membership Coordinator (Penn Yan, NY)**

- Snap Fitness is seeking an energetic Membership Coordinator to join our team. The right candidate will have a passion for fitness; desire to motivate others, and a fun upbeat attitude. This is an incredible full-time position and an opportunity for you to join one of the fastest growing and most exciting fitness companies in the country!  
Responsibilities:
  - Membership & Personal Training Sales - Responsible for achieving sales goals established by leadership team.
  - Club Management - Lead by example and motivate team members to bring their best every day
  - Service Excellence - Provide members with the best equipment, guidance, and value-added services to help them achieve results.
  - Member Engagement/Involvement - Communicate with members regularly to keep them informed and engaged.
  - Marketing Outreach - Organize and conduct events to build community awareness and drive new memberships.
  - Facility Excellence - Ensure that facility's equipment and cleanliness/tidiness consistently meet company standards.
 Requirements:
  - Strong communication skills
  - Ability to manage and motivate team members
  - Ability to work with clients from all walks of life
  - Desire for longevity
  - Previous sales experience is a plus

- Applicant must be a fun and personable team player with a great sense of humor!
- Must be very coachable
- Must be able to instruct others on the Snap Fitness training techniques to help clients achieve their fitness goals

At Snap Fitness, we like to promote from within. If you are ready to launch a career with real growth potential, then we encourage you to apply for this position! Apply at: <https://snapfitnesscareers.careerplug.com/jobs/672084/apps/new>

Indeed 1/16/18

#### **Funeral Director (Penn Yan, NY)**

- Overview & Responsibilities: We currently have a full time opening for a Funeral Director at Townsend Wood Funeral Home in Penn Yan, NY. This is the opportunity to be part of the Dignity Memorial provider network and grow your career in the funeral, cremation and cemetery services business. For us, there is no greater responsibility than celebrating each life like no other and making a difference in the lives of people we serve. This position interacts directly with client families during their time of need and is responsible for creating and maintaining a premier level of client family satisfaction. Our Funeral Directors are looking for more than a career - it's a calling. Here is the chance to make a real difference helping families during difficult times through compassion, understanding and providing the utmost in service. This is a great opportunity to develop your career, with training and advancement. Requirements & Qualifications: Associate's or Bachelor's degree preferred, must have the appropriate state funeral licensure or the ability to reciprocate license from another state, excellent interpersonal and communication skills to interact with families during time of need and create and maintain a premier level of client family satisfaction, proficient with computers and technology with knowledge of MS Office Tools, ability to manage a caseload while creating an exceptional customer experience, excellent driving skills and record, ability to lift 50 lbs. or more. Benefits Options: Health benefits (medical, dental, vision, life), 401K Retirement Savings Plan with company match, vacation and sick time, tuition reimbursement, funeral discounts, and more. SCI offers advanced on-line training resources, career advancement opportunities in the largest organization in the industry, attractive benefits, and a wonderful community to serve with plenty of culture and personality. To apply, please visit <https://my.jobs/f4bda3dda4cd46bda893393592014891161>

OSOS 2/12/18

#### **Part-Time Teller (Penn Yan, NY)**

- Summary: Working on an as needed basis under general supervision performs a variety of duties, as a member of a team, to provide quality customer services. These duties include receiving, paying, keeping accurate records of all monies involved in these transactions, and actively listening for customer needs, referring customers to appropriate products and resources based on needs. For a full description or to apply, please visit <https://my.jobs/b8fa57cc58894c0a92760839183ea5c9161>

OSOS 1/22/18

#### **Administrative Assistant (Penn Yan, NY)**

- Applicant is responsible for managing the Parish office. This person is the point person for the office, receiving phone calls, mail and meeting parishioners on a personal basis. Necessary Qualifications: 1. MUST be proficient in Microsoft Office applications 2. Ability to relate well with people on the phone or in person 3. Must have excellent verbal and written communication skills 4. General knowledge of the Catholic Church is preferred. Apply online at <https://my.jobs/9c2576df4a964b9d969fc6f5b7943246161>

OSOS 1/22/18

#### **Store Manager (Penn Yan, NY)**

- Carey's Farm & Home Center is currently seeking a full-time Store Manager for their True Value retail center. The Manager will be responsible for the following duties, including, but not limited to:
  - Managing and executing the day to day operations of the hardware and farm store
  - Serve as our store's representative and set an example for our staff
  - Providing first class customer service by assisting customers and responding to customer inquiries/issues.
  - Coaching staff on how to handle difficult and complicated sales.
  - Enforcing safety, security and company personnel policies and rules.
  - Evaluate employee performance and identify hiring and training needs
  - Supervise, train, coach and motivate staff to perform their best and maximize team performance
  - Schedule staff to ensure adequate coverage based on every day, seasonal and event needs
  - Monitor and manage retail operating costs, budgets and resources
  - Working with external suppliers, monitor, order and maintain relevant and adequate store inventory
  - Execute in-season pricing strategies, including promotions and markdowns to reach financial targets
  - Create reports, analyze and interpret retail data, like revenues, expenses and competition
  - Maintain cleanliness and presentation of stock room and retail floor
  - Organize store merchandise racks by size, style and color to promote visually appealing environment.
  - Analyze consumer behavior and adjust product positioning

- Conduct regular audits to ensure the store is functional and presentable
- Examine merchandise to verify that it was correctly priced and displayed
- Assign employees to specific duties to best meet the needs of the store
- Train and develop new/existing associates on POS system and key sales tactics.

Requirements:

- High School diploma and minimum 5+ years of retail sales and/or management experience
- Proven track record as a problem solver with the ability to maximize profits, motivate staff, resolve conflict, create sales and develop leaders.
- Exceptional interpersonal and communication skills
- Excellent organizational, planning, forecasting, and problem-solving skills
- Proficient with computers and the use of POS systems and Microsoft Office
- Ability to work weekends, holidays, and overtime (as needed)

Salary is commensurate with experience.

Workforce Development 1/22/18

## **SKILLED/MANUFACTURING**

### **Production (Penn Yan, NY)**

- Remedy is hiring now for Silgan Plastics. Packaging, inspection, production. Enjoy a clean and safe work environment. Pay starting at \$11.30/hr. Also recruiting for large part assembly and welding. Apply today! 315-781-6200.

Chronicle Express 1/31/18

### **Plumbing/HVAC Technician (Geneva, NY)**

- Full Time/Part Time Plumber/HVAC Service Technician needed for local company. Minimum 3 years' experience. Must be neat, courteous and personable for residential service. Must have a clean NYS driver's license. Salary decided upon interview. Please send attached resume.

Craigslist post ID: 6464528536 1/18/18

### **Production Worker for Mill Work (Hall, NY)**

- Well established company seeking individual experienced in the field of cabinetry, finishing, and millwork. QUALIFICATIONS: Must be punctual and reliable. Ability to read a tape measure and blue prints. Perform repetitive work. Take direction from superiors. Take pride in the finished product. Be able to work as a part of a team or independently. Full-Time work: Monday thru Friday 7:00-3:30. Benefit package: Holidays, Vacation, 401K. \*\*NO phone calls only Email with cover and Resume. Salary requirements a plus! [kelly@millcowoodworking.com](mailto:kelly@millcowoodworking.com). Salary: Negotiable. Hiring ASAP!

Craigslist post ID: 6461821648 1/16/18

### **Manufacturing Engineer (Penn Yan, NY)**

- Superior Group is currently recruiting a Manufacturing Engineer for one of our clients in Penn Yan NY. This individual will be responsible for the day to day manufacturing engineering operations in assigned areas. Specifically, meeting production needs, executing related projects, and maintaining process/equipment documentation to ensure safe, consistent, and defined processes compliant with our HSE and Quality systems. For responsibilities and qualifications and to apply, please visit <https://my.jobs/4ea4b2ec5eb6453db43cec9b7c5b70c2161>

OSOS 1/22/18

### **Technical Service Engineer (Penn Yan, NY)**

- The primary responsibility for this position is to develop optimized polishing performance data and technical sales presentations for next generation semiconductor polishing products, including ultra-fast oxide slurries and shallow trench isolation slurries, within the Surface Technology organization. This position is also serving as the key technical liaison between customers and Ferro. Ultra-fast oxide slurry is needed for the fabrication of new generation IC chips where vertical transistor integration scheme is utilized to maximize number of transistors. Required Qualifications: B.S. degree in science or engineering with extensive hands-on experience in chemical-mechanical planarization of semiconductor wafers and 5 years of experience in successful CMP process development, CMP data package development and product introduction at customers. Good fundamental understanding of polishing mechanism and chemistry is a plus. Apply at <https://my.jobs/c2cd4fcb26ee4a838b887286adebb3ab161>

OSOS 2/5/18

### **Assembly Worker (Penn Yan, NY)**

- Express Employment Professionals is currently looking for full time entry-level manufacturing workers for a client in Penn Yan. Previous assembly, welding, fabrication or electrical experience preferred. Associate must have strong attention to detail and be willing to work in a team. This is a temp-to-permanent position with a starting pay of \$12 an hour. This is a

Monday-Friday position 6am-2:30pm. Interested candidates should contact Express Employment Professionals at (607) 936-0770 or apply online at [www.expresspros.com/CorningNY](http://www.expresspros.com/CorningNY) OSOS 2/5/18

**KanPak- Multiple Positions (Penn Yan, NY)**

- **Packer - Downline- F/T- 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup> shift**
- **Quality Control Auditor- Line**
- **Warehouse- Forklift Operator- 3<sup>rd</sup> shift**

To apply for any of the jobs listed above, please visit <http://www.hirebridge.com/v3/jobs/list.aspx?cid=7799>

Workforce Development 2/12/18

**Job Leads for Surrounding Counties**

Yates County Job Leads: [www.yatescounty.org/wfdjobs](http://www.yatescounty.org/wfdjobs)

Ontario County Job Leads: <http://www.co.ontario.ny.us/93/Workforce-Development>

Seneca County Job Leads: <http://www.co.seneca.ny.us/departments/dhs-administration/workforce-department/job-leads/>

Wayne County Job Leads: <http://web.co.wayne.ny.us/workforce-development/workforce-development-job-seeker/>

## February 2018

### February 2018: Yates County Workforce Development Calendar of Events

**\*Important Notice: This calendar is to be used for Temporary Cash Assistance applicants & recipient's activities. You may request copies at the WFD front-desk.**

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	<b>HSE:</b> 9am-12pm  <b>JRT:</b> 9:15am-12pm	6 <b>Exempt Meeting:</b> 11am	<b>HSE:</b> 9am-12pm  <b>Life Skills:</b> 1:30pm – 3:30pm			10
11	<b>HSE:</b> 9am-12pm  <b>JRT:</b> 9:15am-12pm		<b>HSE:</b> 9am-12pm  <b>Life Skills:</b> 1:30pm – 3:30pm			17
18	<b>Holiday</b> <b>OFFICE CLOSED</b>	20 <b>Jump Start:</b> 1pm	<b>HSE:</b> 9am-12pm  <b>Life Skills:</b> 1:30pm – 3:30pm			24
25	<b>HSE:</b> 9am-12pm  <b>JRT:</b> 9:15am-12pm		<b>HSE:</b> 9am-12pm  <b>Life Skills:</b> 1:30pm-3:30pm			

**\*Notes:**

\*HSE: High School Equivalency

\*Monthly Exemption Meetings: Held every 1<sup>st</sup> Tuesday of the month at Workforce Development.



**Workforce Development • 417 Liberty St., Penn Yan, NY 14527 • Ph.: (315)536-5140 & Fax: (315)531-3456**  
**Career Planning Assistance Computers & High-Speed Internet Copy, Fax & Phone Services Book & Newspaper References Counselors Available for Assistance**



# NOW HIRING

## FULL AND PART-TIME SALES ASSOCIATES

Carey's True Value is looking for self-starting, dedicated, hardworking individuals to provide excellent customer service, present hardware and home improvement solutions to all guests, generating sales, housekeeping, merchandising, signage, pricing, cash register operations (POS) and loss prevention in accordance with all company policies/procedures and store standards. This person will also be required to perform other store operational tasks as needed.

**Apply in person at 163 Main St., Penn Yan, NY**

Carey's is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, protected veteran status, disability, or any other basis protected by federal, state, or local law