

| JOB DESCRIPTION | | | |
|------------------------|--------------------------|---------------------------|-------------|
| Position: | Laborer | Exempt/Non-Exempt: | Union |
| Manager: | Foreman/Field Supervisor | Travel Required: | Yes |
| Direct Reports: | No | Job Type | FT Seasonal |
| Date Created: | | Last Revision: | 12/5/18 DGW |

POSITION SUMMARY:

Under the direction of the Foreman, the Laborer helps support construction operations in various aspects and is responsible for many basic tasks that require physical labor and mental preparedness

ROLE AND RESPONSIBILITIES

- Load, unload, carry and place various materials to be used in construction
- Set up and maintain work zone traffic control and safety equipment
- Contribute to all safety efforts of crew operations
- Clean and prepare construction sites by removing debris and possible hazards
- Operate jackhammers or other equipment to demolish prior construction materials on site
- Dig trenches, backfill holes, or compact earth to prepare for construction
- Operate or tend various hand tools, power tools, equipment and machines used in any or all aspects of construction, demolition or repair.
- Assist craft workers with their duties as assigned or requested
- Clean and maintain equipment as required
- Assist in safe loading/unloading and transport of equipment and materials as needed
- Follow construction plans and instructions from Foreman or more experienced workers
- Perform other related duties as required and assigned.

Qualifications and Education Requirements

- Valid Driver's License and satisfactory driving record

PREFERRED SKILLS

- High School Diploma or equivalent
- Member of Local Laborer Union, or willingness to become a member
- Prior construction experience
- Commercial Driver's License or the ability to obtain

ADDITIONAL NOTES

MUST HAVE RELIABLE TRANSPORTATION AND SHOW UP TO WORK ON TIME EVERY SCHEDULED DAY. MUST BE WILLING TO TRAVEL TO ANY AND ALL JOB SITES WITHOUT EXCEPTION. THE ABILITY TO WORK VARIED HOURS INCLUDING NIGHTS, EARLY MORNINGS, AND WEEKENDS AS NEEDED.

PHYSICAL REQUIREMENTS

The mental and physical requirements described here are representative of those that must be met by an individual to successfully perform the essential functions of this position.

| Task | Critical | Frequency | Intensity | Comments |
|-----------------|----------|-----------|-----------|---|
| Climbing | A | 3 | 2 | Going up and down ladders, stairs, and ramps. Using of feet and legs, and/or hands and arms. Body agility is emphasized |
| Balancing | A | 5 | 1 | Maintaining body equilibrium to prevent falling when walking, standing, or crouching on narrow, slippery, or erratically moving surfaces |
| Stooping | A | 2 | 1 | Bending body downward and forward by bending at the waist. This task is important if it occurs a considerable degree and requires full use of the lower extremities and back muscles |
| Kneeling | A | 3 | 1 | Bending legs at knee to come to a rest on knee or knees |
| Crouching | A | 3 | 1 | Bending the body downward and forward by bending leg and spine |
| Crawling | B | 1 | 1 | Moving about on hands and knees or hands and feet |
| Pulling/Pushing | A | 3 | 4 | Using upper arms and shoulders to exert force in order to draw, drag, or tug objects in sustained motion. |
| Lifting | A | 4 | 5 | Raising objects from a lower to a higher position or moving objects horizontally from position to position. This factor is important if it occurs to a considerable degree and requires the substantial use of the upper arms, shoulders, and back. |
| Fingering | A | 3 | 1 | Picking, pinching, typing, keyboarding, or otherwise working primarily with fingers rather than whole hand or arms as in handling |
| Grasping | A | 4 | 3 | Applying pressure to an object with the fingers and palms |
| Feeling | B | 1 | 1 | Perceiving attributes of objects, such as size, shape, temperature, or texture by touching with skin, particularly that of fingertips. |
| Reaching | A | 5 | 5 | Raising arms from a lower in all planes and directions, to conduct task. This factor is important if it occurs to a considerable degree and requires the substantial use of the upper arms, shoulders, and back muscles. |
| Standing | A | 5 | 1 | To support oneself on the feet in an erect position |
| Walking | A | 5 | 4 | To move along on foot: advance by steps. |
| Handling | A | 4 | 4 | Using of hands to grasp, lift and use tools and material |
| Sitting | C | - | - | To rest on the buttocks or haunches, while using upper extremities. |

Critical – How important is the item to completion of assigned responsibilities
 A = essential to the job B = required, but not essential C = not required

Frequency – How often does the job require the employee to demonstrate the task
 1 = less than 10% of time 2 = from 11 – 25 % of time 3 = from 26 – 50 % of time
 4 = from 51 – 75 % of time 5 = from 75 – 100 % of time

Intensity – Lifting, carrying, pushing and pulling of weight to the completion of assigned responsibilities
 1 = less than 10 lbs. 2 = from 10 – 24 lbs. 3 = from 25– 49 lbs. 4 = from 50 – 74 lbs.
 5 = from 74 – 99 lbs. 6 = from 100 lbs. and up

ENVIRONMENTAL REQUIREMENTS FOR LABORER POSITION

The work environment characteristics described here are representative of those an individual encounters while performing the essential functions of this position.

- Be able to tolerate variable weather conditions from extreme heat to cold
- Work in a dirty and dusty environment
- Be able to walk and/or stand for extended time (up to an entire day's shift)
- Be able to comprehend, understand and follow policies, procedures and safety requirements
- Have the ability to hear and see to the level of accomplishment for above requirements