

The Righter Company, Inc.

Laborers

Department: Field	Job Status: Full Time
FLSA Status: Non-Exempt	Reports To: Project Supervisor/Foreman/Lead Carpenter
Grade/Level: L1-3	Amount of Travel Required: Varies
Work Schedule: Generally Monday - Friday 7:00am to 5:00pm	Positions Supervised: None

POSITION SUMMARY

Perform tasks involving physical labor at building, highway, and heavy construction projects, tunnel and shaft excavations, and demolition sites. May operate hand and power tools of all types: air hammers, earth tampers, cement mixers, small mechanical hoists, surveying and measuring equipment, and a variety of other equipment and instruments. May clean and prepare sites, dig trenches, set braces to support the sides of excavations, erect scaffolding, clean up rubble and debris, and other waste materials. May assist other craft workers.

ESSENTIAL FUNCTIONS

Reasonable Accommodations Statement

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Reasonable Accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.

Essential Functions Statement(s)

- Clean and prepare construction sites to eliminate possible hazards.
- Control traffic passing near, in, and around work zones.
- Signal equipment operators to facilitate alignment, movement, and adjustment of machinery, equipment, and materials.
- Dig ditches or trenches, backfill excavations, and compact and level earth to grade specifications, using picks, shovels, pneumatic tampers, and rakes.
- Position, join, align, and seal structural components, such as concrete wall sections and pipes.
- Load, unload, and identify building materials, machinery, and tools, and distribute them to the appropriate locations, according to project plans and specifications.
- Erect and disassemble scaffolding, shoring, braces, traffic barricades, ramps, and other temporary structures.
- Build and position forms for pouring concrete, and dismantle forms after use, using saws, hammers, nails, or bolts.
- Lubricate, clean, and repair machinery, equipment, and tools.
- Operate jackhammers and drills to break up concrete or pavement.
- Smooth and finish freshly poured cement or concrete, using floats, trowels, screeds, or powered cement finishing tools.
- Operate, read, and maintain air monitoring and other sampling devices in confined and/or hazardous

environments.

- Install sewer, water, and storm drain pipes, using pipe-laying machinery and laser guidance equipment.
- Provide assistance to craft workers, such as carpenters, pile-drivers and welders.
- Tend pumps, compressors, and generators to provide power for tools, machinery, and equipment, or to heat and move materials such as asphalt.
- Mop, brush, or spread paints, cleaning solutions, or other compounds over surfaces to clean them or to provide protection.
- Place, consolidate, and protect case-in-place concrete or masonry structures.
- Shovel cement and other materials into portable cement mixers; and mix, pour, and spread concrete.
- Tend machines that pump concrete, grout, cement, sand, plaster or stucco through spray-guns for application to ceilings and walls.
- Raze structures and salvage useful materials.

POSITION QUALIFICATIONS

Competency Statement(s)

- Essential Functions, Ability - Essential Functions, Ability - Skill & ability to perform the essential functions of the job.
- Essential Functions, Performance - Essential Functions, Performance - Applies skill and ability to perform the essential functions of the job.
- Accountability - Ability to accept responsibility and account for his/her actions.
- Accuracy - Ability to perform work accurately and thoroughly.
- Active Listening - Ability to actively attend to, convey, and understand the comments and questions of others.
- Adaptability - Ability to adapt to change in the workplace.
- Ambition - The drive to achieve personal advancement.
- Applied Learning - Ability to participate in needed learning activities in a way that makes the most of the learning experience.
- Autonomy - Ability to work independently with minimal supervision.
- Communication, Oral - Ability to communicate effectively with others using the spoken word.
- Energetic - Ability to work at a sustained pace and produce quality work.
- Enthusiastic - Ability to bring energy to the performance of a task.
- Friendly - Ability to exhibit a cheerful demeanor toward others.
- Reliability - The trait of being dependable and trustworthy.
- Responsible - Ability to be held accountable or answerable for one's conduct.
- Safety Awareness - Ability to identify and correct conditions that affect employee safety.
- Self Confident - The trait of being comfortable in making decisions for oneself.
- Technical Aptitude - Ability to comprehend complex technical topics and specialized information.
- Tolerance - Ability to work successfully with a variety of people without making judgments.

- Working Under Pressure - Ability to complete assigned tasks under stressful situations.

SKILLS & ABILITIES

Education : High School Graduate or General Education Degree (GED)

Experience : No prior experience necessary

Computer Skills

Certificates & Licenses

Other Requirements

Must be able to add and subtract numbers and read a tape measure. Must be able to communicate effectively in English. Please see attached required tool list.

PHYSICAL DEMANDS

Physical Demands		Lift/Carry	
Stand	C (Constantly)	10 lbs or less	F (Frequently)
Walk	C (Constantly)	11-20 lbs	F (Frequently)
Sit	O (Occasionally)	21-50 lbs	O (Occasionally)
Handling / Fingering	F (Frequently)	51-100 lbs	O (Occasionally)
Reach Outward	F (Frequently)	Over 100 lbs	O (Occasionally)
Reach Above Shoulder	F (Frequently)	Push/Pull	
Climb	O (Occasionally)	12 lbs or less	F (Frequently)
Crawl	O (Occasionally)	13-25 lbs	F (Frequently)
Squat or Kneel	O (Occasionally)	26-40 lbs	O (Occasionally)
Bend	F (Frequently)	41-100 lbs	O (Occasionally)

N (Not Applicable)	Activity is not applicable to this occupation.
O (Occasionally)	Occupation requires this activity up to 33% of the time (0 - 2.5+ hrs/day)
F (Frequently)	Occupation requires this activity from 33% - 66% of the time (2.5 - 5.5+ hrs/day)
C (Constantly)	Occupation requires this activity more than 66% of the time (5.5+ hrs/day)

Other Physical Requirements

Vision (Near, Distance, Color, Peripheral, Depth Perception)

Sense of Sound (Full Range)

Sense of Smell

Sense of Touch

Ability to wear Personal Protective Equipment (PPE) (Various)

WORK ENVIRONMENT

Generally performed at jobsite locations, which may be dirty, dusty, greasy and are subject to various weather conditions.

Prepared by: _____ Date: _____
Approval Signature: _____ Date: _____
Employee Signature: _____ Date: _____

The Company has reviewed this job description to ensure that essential functions and basic duties have been included. It is intended to provide guidelines for job expectations and the employee's ability to perform the position described. It is not intended to be construed as an exhaustive list of all functions, responsibilities, skills and abilities. Additional functions and requirements may be assigned by supervisors as deemed appropriate. This document does not represent a contract of employment, and the Company reserves the right to change this job description and/or assign tasks for the employee to perform, as the Company may deem appropriate.