

<b>Job Title:</b>	<b>Laborer</b>
<b>Reports to:</b>	<b>Superintendent</b>
<b>Department:</b>	<b>Operations</b>

### **Purpose**

The role of a Laborer is to perform tasks involving physical labor that help work run smoother, including cleaning and preparing sites, digging trenches, setting braces and concrete forms, erecting scaffolding, cleaning up rubble and debris and removing waste materials. May assist other craft workers.

### **Essential Duties and Responsibilities\***

- Perform a variety of tasks involving strenuous manual labor in concrete and masonry construction projects; perform manual work in preparing surfaces for concrete.
- Shovel concrete into construction area.
- Fine grade fill to grades given by foreman.
- Assist in set forms and wall panel forms.
- Maintain a clean job site: pick up all tools and equipment and secure job site each day in order to eliminate potential hazards.
- Material handling and storage.
- Load and unload trucks and haul and hoist materials.
- Ensure that proper safety and incident reporting procedures are followed. Bring problems to the attention of the Foreman, Safety Director or HR Manager.

\*May perform other duties as assigned.

### **Qualifications**

- Minimum 3 years' experience in construction field.
- Some knowledge of proper use of equipment, materials and supplies used in concrete and masonry construction work.
- Some knowledge of first aid and applicable safety precautions.
- Ability to work independently and complete daily activities according to work schedule.
- Ability to lift heavy objects, walk and stand for long periods of time and perform strenuous physical labor under adverse field conditions.
- Ability to communicate orally and in writing.
- Ability to use equipment and tools properly and safely.
- Ability to understand, follow and transmit written and oral instructions
- Ability to meet attendance schedule with dependability and consistency.
- Proper work attire and presentation
- Must pass criminal background check, MVR review and drug test.

### **Working Conditions**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee regularly works on-site at the construction work site where the employee is exposed to moving mechanical parts; high precarious places; fumes or airborne particles; outside weather conditions and risk of electrical shock. The noise in these work environments is usually moderate to very loud.

### **Physical Requirements**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Performance of the duties will occasionally require physical ability to climb permanent and temporary stairs, passenger use of construction personnel hoists, ability to climb ladders and negotiate work areas under construction. Specific vision abilities required by this job include close vision, peripheral vision, depth perception, and the ability to adjust focus. Performing this job requires use of hands to finger, handle, or feel objects, tools or controls, sit, talk and hear (bells, whistles, etc.), stand, climb, balance, stoop, kneel, crouch, or crawl. Employee must occasionally lift and/or move up to 80 lbs.

\*\*To comply with regulations by the American with Disabilities Act (ADA), the principal duties in job descriptions must be essential to the job. To identify essential functions, focus on the purpose and the result of the duties rather than the manner in which they are performed. The following definition applies: a job function is essential if removal of that function would fundamentally change the job.

<b>Approved by:</b>	<i>Vice President of Operations</i>
<b>Date approved:</b>	<i>January 29<sup>th</sup> 2018</i>
<b>Reviewed:</b>	<i>January 29<sup>th</sup> 2018</i>

This job description is not to be construed as an exhaustive statement of duties, responsibilities or requirements. Employees will be required to perform any other job-related instructions as requested by their supervisor, subject to reasonable accommodations.

**Gilmore Construction is an Equal Opportunity Employer**

**EMPLOYEE ACKNOWLEDGEMENT (2 Copies, One for File and one for the Employee)**

I, \_\_\_\_\_, acknowledge review of this job  
(PRINT Employee's Name)

description.

Employee's Signature \_\_\_\_\_ Date: \_\_\_\_\_

Supervisor's Signature \_\_\_\_\_ Date: \_\_\_\_\_