



Laborer

Page 1 of 4

Job Title: Laborer
Supervisor Title: Superintendent
FSLA Status: Non - Exempt
EEOC Class: 007 - Laborer

General Summary:

The Laborer performs various general labor tasks associated with heavy civil construction. The position may operate a variety of hand and power tools and may clean and prepare sites, dig trenches, set braces to support the sides of excavations, erect scaffolding, clean up rubble and debris, and remove waste materials. The position may assist other craft workers. The Laborer is expected to use their experience and judgment to make decisions within their limits of authority.

Measures of Impact:

The Laborer has an impact on Operations and Health and Safety. This is an entry level hourly position within the company. There is little or no budget responsibility. The Laborer has authority to stop work for any hazardous condition that could develop in his/her work area.

Essential Duties and Responsibilities:

1. Read and interpret site-specific Safety Plan at each site; may be amended daily.
2. Assist excavation and/or hand excavation of contaminated soils.
3. Assist in demolition of buildings/structures. Assemble/operate pumping equipment.
4. Perform various manual duties, assembling fences; operate manual and mechanical clearing equipment, fill and place sandbags, install silt fencing and other BMPs, etc.
5. Read SDSs that accompany all new and existing chemicals brought to or used at the work site.
6. Work in areas of uneven terrain.
7. Ability to demonstrate common sense understanding and carrying out detailed written and oral instructions.
8. Perform other duties as assigned.

Required Knowledge, Skills, and Abilities:

1. Ability to deal effectively and tactfully with a wide variety of individuals in person, via telephone, two-way radio and in writing. Excellent customer relations skills.
2. Have a strong work ethic.
3. Must have and maintain a valid driver's license if assigned to operate any Envirocon vehicles and must meet the company's vehicle insurance requirements.
4. Must be able to read and comprehend safety plans, rules, maintenance instructions, training manuals, Material Data Safety Sheets (MSDS), warning tags, traffic signs and procedure manuals.
5. Must be physically able to perform job tasks.
6. Wear and work in different types of Personal Protective Equipment (PPE).
7. Must be able to pass all required training i.e. HAZWOPER, Rad Worker II, etc.
8. Must be able to pass background screen.

Education and Experience:

1. High School Diploma or General Education Degree preferred. Prefer previous experience working in and around a construction (dirt) project/employer. Previous experience in the radiological remediation is field preferred.

Additional Eligibility Qualifications:

1. Required to participate in routine Medical Surveillances and substance abuse program.



Laborer

Page 2 of 4

Travel:

Local travel to the Midnite Mine site is required. Employee must have a valid driver's license and reliable transportation to and from work.

Expected Hours of Work:

This is a full-time position. Standard days and hours of work may vary based on project timelines and workload

Preferred Training/Experience:

1. Experience with behavior-based safety programs.
2. Current 40-HR HAZWOPER Training.
3. First Aid/CPR
4. Experience working with environmental contamination in soils.

Career Path:

Equipment Operator, Truck Driver, Foreman.



Laborer

Page 3 of 4

PHYSICAL REQUIREMENTS

Check physical demands that must be met to perform the essential functions of this position. If a Requirement is not applicable, leave blank. (See Physical Requirements Definitions page of the Job Analysis Questionnaire for more detail.)

Amount of Time Spent per Work Day			
Requirements	Up to 1/3	1/3 – 2/3	2/3 or more
Climbing	X	<input type="checkbox"/>	<input type="checkbox"/>
Balancing	X	<input type="checkbox"/>	<input type="checkbox"/>
Stooping	X	<input type="checkbox"/>	<input type="checkbox"/>
Kneeling	X	<input type="checkbox"/>	<input type="checkbox"/>
Crouching	X	<input type="checkbox"/>	<input type="checkbox"/>
Crawling	X	<input type="checkbox"/>	<input type="checkbox"/>
Reaching	<input type="checkbox"/>	X	<input type="checkbox"/>
Standing	<input type="checkbox"/>	<input type="checkbox"/>	X
Walking	<input type="checkbox"/>	<input type="checkbox"/>	X
Static Position	X	<input type="checkbox"/>	<input type="checkbox"/>
Pushing	<input type="checkbox"/>	X	<input type="checkbox"/>
Pulling	<input type="checkbox"/>	X	<input type="checkbox"/>
Lifting	<input type="checkbox"/>	X	<input type="checkbox"/>
Fingering	X	<input type="checkbox"/>	<input type="checkbox"/>
Grasping	X	<input type="checkbox"/>	<input type="checkbox"/>
Feeling	X	<input type="checkbox"/>	<input type="checkbox"/>
Talking	<input type="checkbox"/>	<input type="checkbox"/>	X
Hearing	<input type="checkbox"/>	<input type="checkbox"/>	X
Seeing	<input type="checkbox"/>	<input type="checkbox"/>	X
Repetitive Motions	<input type="checkbox"/>	X	<input type="checkbox"/>
Carrying	<input type="checkbox"/>	X	<input type="checkbox"/>
Driving	X	<input type="checkbox"/>	<input type="checkbox"/>



Laborer

Page 4 of 4

If this position requires lifting and carrying, please complete the following chart.

Check Both Amount of Time Spent per Work Day and From Which Level							
-----Time Spent per Work Day-----				-----Level-----			
Weight	None	Up to 1/3	1/3 - 2/3	2/3 or more	Waist	Knee	Floor
Up to 10 lbs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X	X	X	X
Up to 25 lbs	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Up to 50 lbs	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Up to 100 lbs	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More than 100 lbs*	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

*Only with mechanical assistance

Work Environment:

Outside environment, exposure to all weather conditions and temperature extremes. Site specific exposure to hazardous and/or radioactive materials requiring proper use of Personal Protective Equipment. Noise levels are site specific and may be subject to PPE.

Note: Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time. The statements herein are intended to describe the general nature and level of work being performed by employees, and are not construed as an exhaustive list of responsibilities, duties, and skills required of personnel so classified. Furthermore, they do not establish a contract for employment and are subject to change at the discretion of the employer.