



## Laborer

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|                              |  |
|------------------------------|--|
| <b>Job Department</b>        | Operations                             |
| <b>Job Title</b>             | Laborer                                |
| <b>Supervisor Titles</b>     | Superintendent or Construction Manager |
| <b>FSLA Status</b>           | Non-exempt                             |
| <b>EEO Group</b>             | 008 – Laborers & Helpers               |
| <b>Hours of Work Per Day</b> | 8 to 12                                |
| <b>Breaks</b>                | 30 to 60-minute lunch break            |
| <b>Hours Per Week</b>        | 40 to 60                               |

**Job Objective** The Laborer performs various general labor tasks associated with dirt construction. The Laborer is expected to use their experience and judgment to make decisions within their limits of authority.

**Measure 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 the authority and responsibility 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.



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**Additional Eligibility Qualifications:**

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

**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. Must be able to work night shift.

**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.

**Physical Requirements:**

| Activity                | <u>R</u> | <u>O</u> | <u>F</u> | <u>C</u> | Comments  |
|-------------------------|----------|----------|----------|----------|---|
| <b>Sit</b>              |          | X        |          |          | Performed while attending meetings, training, or operating small equipment. |
| <b>Stand</b>            |          |          |          | X        | Performed while doing laborer related tasks on uneven grounds.              |
| <b>Walk</b>             |          |          |          | X        | Performed while doing laborer related tasks on uneven grounds.              |
| <b>Static Position</b>  |          | X        |          |          | Performed while holding loads,  |
| <b>Lift/Carry</b>       |          |          |          |          |   |
| <10lbs                  |          |          |          | X        | Tools, carts, hoses, construction items, etc                                |
| 11-20lbs                |          | X        |          |          | Tools, carts, hoses, construction items, etc                                |
| 21-50lbs                |          | X        |          |          | Portable pumps, generators, hoses etc.                                      |
| 51-100lbs               | X        |          |          |          | Lifts over 40lbs require two people   |
| >100lbs                 | X        |          |          |          | Lifts over 40lbs require two people   |
| <b>Push/Pull</b>        |          |          |          |          |   |
| <10lbs                  |          |          | X        |          | Performed while using small tools.  |
| 11-20lbs                |          |          | X        |          |   |
| 21-50lbs                |          |          | X        |          |   |
| 51-100lbs               | X        |          |          |          |   |
| >100lbs                 | X        |          |          |          |   |
| <b>Bending/Stooping</b> |          |          | X        |          |   |
| <b>Climb/Balance</b>    |          | X        |          |          | On/off scaffolding  |
| <b>Kneel/Squat</b>      |          | X        |          |          |   |



# Envirocon

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|  |   |   |   |   |
|--|---|---|---|---|
| <b>Twist (waist)</b>                     |   | X |   |   |
| <b>Reach</b>                             |   |   |   |   |
| <i>Shoulder &amp; Above</i>              |   |   | X |   |
| <i>Waist to Shoulder</i>                 |   |   | X |   |
| <i>Below Waist</i>                       |   |   | X |   |
| <b>Grasp/Handle</b>                      |   |   |   |   |
| <i>Unilateral</i>                        |   |   | X | Performed while using tools   |
| <i>Bilateral</i>                         |   |   | X | Performed while using tools   |
| <b>Wrist Motion</b>                      |   | X |   |   |
| <b>Fine Finger</b>                       | X |   |   | Pushing buttons/switches  |
| <b>Foot Controls</b>                     | X |   |   | Foot controls performed while operating small equipment.  |
| <b>Talking</b>                           |   |   | X | Communication with other employees as needed with hand signals and two-way radio.                 |
| <b>Hearing</b>                           |   |   | X | Required for constant situational awareness while equipment is operating nearby.                  |
| <b>Seeing</b>                            |   |   | X |   |
| <b>Repetitive Motions</b>                |   |   | X |   |
| <b>Excessive noise exposure</b>          |   | X |   |   |
| <b>Excessive dust/fume exposure</b>      |   | X |   |   |
| <b>Exposure to hot/cold environments</b> |   |   | X |   |
| <b>Use of specialty PPE</b>              |   |   | X | Hardhat, safety glasses, safety vest, safety toe boots, gloves. Respirator, faceshield as needed. |

| Activity Level    | Percent | Time Per Day  |
|-------------------|---------|---------------|
| <u>Rare</u>       | 1-5%    | <24min        |
| <u>Occasional</u> | 5-33%   | 24min-2.66hrs |
| <u>Frequently</u> | 33-66%  | 2.66-5.33hrs  |
| <u>Continuous</u> | 66%+    | 5.33hrs+      |

**Additional Notes:**