

Asphalt Plant Laborer- United Companies, Hayden(128303)

Position Overview

The General Laborer is responsible for safely performing a variety of construction duties to assist the highway, utility, grade crews or at various on-site plant locations. This position involves various manual tasks. Work will be performed per the supervisor's instruction, free from direct supervision except for more complicated jobs.

Key Responsibilities (Essential Duties and Functions)

Highway Laborer:

1. Prepares ground surfaces for the road building process. Removes debris out of the construction path.
2. Operates ground compactors, levels out and rakes dirt, sets string markers, and removes items within the area to be paved.
3. Sets up fencing, barricades, and/or safety cones to block off the work area as needed.
4. Prepares manhole covers, openings and water lines. May insert risers as needed.
5. Walks behind paver machine to shovel and rake asphalt as it is applied to the ground. Levels out asphalt with rake and uses shovel to dig out manhole covers and water valve boxes that are buried by the asphalt.
6. Cleans asphalt off tools and equipment after each work day.
7. May assist with operating equipment as needed and if trained, including paver, roller, backhoe, water truck, etc.
8. Performs other laborer tasks as needed to include cutting concrete or asphalt with saw, sweeping, etc.

Utility Laborer:

1. Hand shovels to prepare ground trenches for pipes and utility lines. May dig up existing pipes and lines. Pipes include water, sewer, conduit and other utility lines.
2. Attaches trench box and pipes to chains or guide wires to be lifted and moved by the heavy equipment operator. Installs shoring materials.
3. Guides pipes into place while equipment operator maneuvers pipe on chains/wires. Connects pipes using tools, lubricants, glue, grout, etc. Builds couplings, connectors, and mechanical joints using various tools and parts. Cuts pipe to size.
4. Sets up and operates laser level tripod and pipe lasers.
 5. May operate equipment as needed if trained, including front end loader, excavator, backhoe, skidsteer and other construction equipment.

Grade Laborer:

1. Hand shovels and rakes to perform groundwork.
2. May cut concrete with saw as needed to finish grades.
3. Removes and replaces sewer/manhole/sump castings and covers in the ground.
4. Assists the Grader with grading tasks as needed.
 5. Performs other laborer duties as required.
 6. May operate equipment as needed if trained, including skidsteer and other equipment.

Crusher Laborer:

1. Performs machinery maintenance and repairs. Unplugs and shovels off conveyors and screens. Changes out screens, rollers, cone liners, etc. Repairs conveyor problems. Greases moving machine parts.
2. Performs crusher machinery set up and take down which includes running cables and hoses, setting up blocks, assembling/disassembling machinery, operating skidsteer to move parts, tarping, shoveling aggregate, etc.

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3. Keeps crusher machinery area clean of debris and shovels aggregate.
4. Operates equipment to include skidsteer (and loader if trained). Moves excess materials from around the crusher machinery.

Plant laborer:

1. Participates in daily THINK/TRACK meetings plus weekly safety meetings.
2. Assists in plant production of materials and ensures for the efficient working condition of the plant.
3. Stockpiles materials and feeds hot plant from the stockpiles in an efficient and productive manner.
4. Ensures that all assigned equipment is properly maintained, clean, in safe working order and operated properly.
5. Prepares plant for operations at the beginning of the season, and performs shut down procedures at the end of the season.
6. Operates front end loader, skidsteer, end dump truck and other heavy equipment as needed.
7. Performs plant maintenance and repairs, including welding tasks.
8. Performs set up and take down of traveling plants at different job site locations as required.

Other Duties:

1. Uses various equipment, hand and power tools.
1. Picks up and/or delivers construction materials at job site locations.
2. Performs job site clean-up.
 4. Assists with flagging and traffic control as needed.
 5. Maintains all tools and equipment in a safe and clean condition.
 6. Other duties as assigned per supervisor

Qualifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skills, and/or ability required. Reasonable accommodations may be made to enable individuals with disability to perform the essential functions.

Education/Experience

- High school diploma or general education degree (GED) preferred.
- Previous related experience in the construction field is a plus.

Work Requirements

- Ability to read and comprehend instructions, short correspondence, and memos.
- Ability to write correspondences and memos.
- Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals.
- Ability to apply common sense understanding to carry out detailed, but uninvolved written or oral instructions.
- Ability to work well with others in a group or one on one setting.
- To perform this job successfully, an individual should have knowledge of Inventory and Order processing systems; uses job specific computer system for ticketing and two way radio for communications.
- May be subject to drug testing, and physical abilities testing.

Knowledge/Skill Requirements

- Must have a current and valid driver's license.

Key Competencies

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- Customer Service - Manages difficult or emotional employee situations; Responds promptly to employee needs; Responds to requests for service and assistance; Meets commitments.
- Teamwork - Contributes to building a positive team spirit.
- Judgment - Exhibits sound and accurate judgment.
- Planning/Organizing - Uses time efficiently.
- Professionalism - Approaches others in a tactful manner; Reacts well under pressure; Accepts responsibility for own actions.
- Interpersonal Skills - Focuses on solving conflict, not blaming; Maintains confidentiality; Listens to others without interrupting; Keeps emotions under control; Remains open to others' ideas and tries new things.
- Safety and Security - Observes safety and security procedures; Determines appropriate action beyond guidelines; Reports potentially unsafe conditions; Uses equipment and materials properly.
- Adaptability - Adapts to changes in the work environment; Changes approach or method to best fit the situation; Able to deal with frequent change, delays, or unexpected events.
- Attendance/Punctuality - Is consistently at work and on time.
- Dependability - Follows instructions, responds to management direction; Commits to long hours of work when necessary to reach goals.
- Initiative - Asks for and offers help when needed.
- Innovation - Generates suggestions for improving work.
- Quality - Demonstrates accuracy and thoroughness; Looks for ways to improve and promote quality; Applies feedback to improve performance
- Ability to apply common sense understanding to carry out detailed, but uninvolved written or oral instructions.

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.

The employee is frequently required to sit, climb, and use hands to signal and handle equipment. The employee is occasionally required to stand, walk, crawl, kneel, bend, and reach with hands and arms above their shoulders. The employee must occasionally lift and/or move anywhere up to 50-75 lbs. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision and depth perception.

Work Environment

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is occasionally exposed to wet and/or humid conditions; moving mechanical parts; outside weather conditions; and extreme cold and/or heat. The noise level in the work environment is usually moderate to loud.

The statements included in this job description are not intended to be all-inclusive. They represent typical elements and criteria necessary to successfully perform the job. Other duties may be assigned as required. Requirements for this job are subject to modification by the Company and its designees, and reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.