



THE ART OF CONCRETE

Job Description for: Laborers

Initial_____

Perform task involving physical labor at residential and commercial building sites. May operate hand and power tools of all types: air hammers, earth tampers, cement mixers, small mechanical hoists, concrete saws, surveying and measuring equipment, small equipment, and bobcat loaders. May clean and prepare sites, dig trenches, set braces to support the sides of excavations, erect scaffolding, clean up rubble and debris, and tear out concrete. May assist other craft workers, and take instructions.

Position and secure steel bars or mesh in concrete forms in order to reinforce concrete. Use a variety of fasteners, rod-bending machines and hand tools.

Drive a truck or van with a capacity of less than 36,00 GVW, primarily to deliver or pick up merchandise or to deliver packages within a specified area. May load and unload truck.

Job Tasks:

- Knowledge of how to check fluids, grease, and clean machinery, equipment and tools
- Loads and unloads trucks
- Builds and positions forms for pouring concrete and dismantles forms after use
- Grade dirt and concrete efficiently and accurately using shovel, pick, and come-along
- Grind, scrapes, or sands surfaces, such as concrete surfaces for cleaning or finishing, using abrasive hand tools or grinder.
- Mixes concrete, mortar, and patching compounds
- Use power washer
- Operate power vibrator to compact concrete
- Care, cleanliness, and organization of form lumber in shop, in truck, in trailer and at a job sites.
- Keep job site clean and organized
- Measure and mark cutting lines on materials, using ruler, pencil, chalk, and tape measure.
- Cut lumber to specified dimensions and drill holes in lumber
- Hold plump bobs, sighting rods, and other equipment, to aid in establishing reference points and lines
- Align, straighten, plumb and square form for installation
- Install temporary safety rails
- Drive vehicles with capacities under 26,000 GVW
- Inspect and maintain vehicle supplies and equipment, such as gas, oil, water, tires, lights, and brakes in order to ensure that vehicles are in proper working condition
- Obey traffic laws, and follow established traffic and transportation procedures

- Read maps, and follow written and verbal geographic directions
- Verify the contents in inventory loads against shipping papers
- Report any mechanical problems encountered with vehicles or equipment
- Turn in receipts from deliveries and be able to get paperwork/receivers to Foreman
- Install and tie rebar and wire mesh

Required Skills:

Equipment Selection—Determining the kind of tools and equipment needed to do a job

Class A CDL—Not required but EXTREMELY beneficial

Active Listening—Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

Extreme Ownership of responsibilities - On any team, in any organization, all responsibility for success and failure rests with the leader. The leader must own everything in his or her world. There is no one else to blame. The leader must acknowledge mistakes and admit failures, take ownership of them, and develop a plan to win.

Required Abilities:

The physical demands of this position require the ability to demonstrate full range of motion with neck, arms, shoulders, hands, torso, legs, and feet. Must be able to lift and carry materials and tools in excess of 50 lbs using abdominal and lower back muscles repeatedly or continuously over time.

Tool Requirements:

<u>Week One</u>	<u>After Week 1</u>
Nail pouch or apron	Retractable razor knife
Straight claw hammer	Speed square
25' or 30' Tape measure	Knee pads
Rubber boots	Channel lock pliers or vise grips
Margin trowel	Torpedo level

Critical Performance Factors:

1. Motivated
2. Sense of urgency
3. Comprehends and listens efficiently
4. Team player- gets along well with others
5. Flexible and able to change gears at a moment's notice
6. Able to be fully present during the work hours with no outside distractions
7. Honest and forthright character comprehends and listens efficiently
8. Good communications skills
9. Organized, detailed, and clean up oriented