

Role Description for LABORER

CORE COMMITMENTS: <i>The Laborer will practice the Core Commitments for all Baker Co-Workers.</i>	
<input type="checkbox"/> All Baker Co-Workers	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate Baker Values and Mission. <input type="checkbox"/> Ensure a Safe, Healthy Working Environment. <input type="checkbox"/> Respect Others. <input type="checkbox"/> Be a Problem-solver. <input type="checkbox"/> Have a Responsive Attitude. <input type="checkbox"/> Value and Cost consciousness. <input type="checkbox"/> Remain Technically Current.
BASELINE QUALIFICATIONS: <i>The Laborer will possess the knowledge, skill, and/or ability in the following areas essential to perform the functions of the position.</i>	
Education and/or Experience	<ul style="list-style-type: none"> ▪ High School diploma or equivalent; minimum of one year of related experience and/or training
Language / Communication Skills	<ul style="list-style-type: none"> ▪ Ability to effectively communicate with co-workers
Mathematical Skills	<ul style="list-style-type: none"> ▪ Ability to calculate mathematical figures such as addition, subtraction, multiplication and division. ▪ Ability to apply concepts such as fractions, percentages, and proportions to practical situations. ▪ Ability to read and use a tape measure and apply associated math skills.
Interpersonal Skills	<ul style="list-style-type: none"> ▪ Ability to work with others in a team environment
Reasoning Ability	<ul style="list-style-type: none"> ▪ Ability to recognize problems and apply established rules to solve them ▪ Ability to comprehend documents such as safety rules, operating and maintenance instructions, and procedures manuals ▪ Ability to apply common sense understanding to carry out instructions furnished by written, oral or diagram form
Physical Demands	<ul style="list-style-type: none"> ▪ Must have the ability to exert heavy physical effort, handling average weight objects up to 50 pounds. ▪ Ability to kneel, stoop, crouch, balance, climb or crawl. ▪ Ability to signal, rig and hoist to move materials, equipment and vehicles safely ▪ Ability to work at heights
Work Environment	<ul style="list-style-type: none"> ▪ Work involves exposure to outside weather conditions and dirt, dust, fumes, and/or loud noises.

ROLE DUTIES AND RESPONSIBILITIES:	<p><i>The Laborer will possess competency in the following areas in order to perform his/her role in a safe, productive, and effective manner. Note that the areas listed are intended to describe the general nature and level of work being performed by co-workers assigned to this role. They are not intended to be an exhaustive list of all the responsibilities, skills, efforts, or working conditions associated with this job.</i></p>
<input type="checkbox"/> Summary Description	<p>The Laborer is responsible for carrying out logistics, equipment and material handling and assisting with installation of work, all under the direction of jobsite supervisors.</p>
<input type="checkbox"/> Performs General Labor Duties	<p>Performs general labor work within the following areas:</p> <p>Supply Chain Logistics</p> <ul style="list-style-type: none"> • Tracks and escorts deliveries • Inspects quality of materials and signs tickets • Maintains barcode tags for inventory control • Maintains dumpsters E,H&S • Maintains hydration and sanitation stations • Properly designates the location and storage of flammable liquids • Ensures materials and equipment are placed in designated lay-down areas <p>Equipment/Materials</p> <ul style="list-style-type: none"> • Loads and unloads trucks. • Tracks, inspects, and performs sign-in & sign-out procedures • Assists in inspection of fall protection equipment • Performs maintenance and repair on equipment • Signals and flags crane and truck operators • Rigs loads for hoisting <p>Installation of Work</p> <ul style="list-style-type: none"> • Cleans columns, walls, floors, tools and equipment during & after pours. • Responsible for general housekeeping of worksite • Serves as a confined space attendant • Serves as designated “fire watch” for welding and other hot work applications
ENSURES A SAFE WORK ENVIRONMENT:	<ul style="list-style-type: none"> ▪ Sets example by following safety guidelines including but not limited to wearing PPE on jobs, staying aware of surroundings, etc. ▪ Attends and participates in Tool Box Talks and provides input for Safety Task Analysis. ▪ Complies with proper safety procedures.
PARTICIPATES IN TRAINING / CERTIFICATIONS:	<ul style="list-style-type: none"> ▪ 40 hours of approved career related training <ul style="list-style-type: none"> • 10 hour OSHA • 4 hour IIF Workshop • Rigging • Anti-Harassment • First Aid / CPR / Bloodborne Pathogen • Orientation