

## Laborer

Chemcote, Inc.

<b>Position Title:</b>	Laborer		
<b>Reports To:</b>	Foreman		
<b>Direct Reports:</b>	N/A	<b>Department/Division:</b>	Paving / Aggregate
<b>Prepared Date:</b>	2025	<b>Last Revised Date:</b>	5/05/2025

### Position Overview

Work with members of the construction team to ensure smooth operations and perform a wide range of responsibilities associated with aggregate and/or asphalt construction or related activities.

### Key Responsibilities (Essential Duties and Functions)

The criteria for evaluation in this position include but are not limited to the following:

- Assist construction crew with various duties such as: shovel and raking, luting running wheelbarrow, safely backing/dumping trucks into paver and/or related activities.
- Occasionally operates paving/aggregate or milling equipment, including; power broom, plate compactor, paving and/or vibratory roller and associated equipment.
- Assist construction crew with associated labor in regard to paving, milling, aggregate, or other construction tasks.
- Other miscellaneous duties include but are not limited to equipment maintenance, assisting staff and/or crew members as needed.
- Ability to follow directions.

### Other Requirements:

- Display a professional and courteous attitude to co-workers, supervisors, and the general public at all times.
- Must possess a valid and current Ohio Driver's license and have reliable transportation.
- Must be willing to work nights and weekends when necessary.
- Report to the assigned job site ready to begin work at the designated start time.
- Strict adherence to safety requirements and procedures as outlined in the Chemcote, Inc., Safety and Fire Prevention Program Handbook.
- Strict adherence to Chemcote, Inc., Company policies and procedures as outlined in Chemcote, Inc., Employee Handbook.
- Willingness to work in a team environment and assist co-workers or supervisors with other duties as required.
- Timely and regular attendance is an expectation of performance for all Chemcote, Inc. employees. Employees will be held accountable for adhering to their workplace schedule.
- Must be willing to take and pass a drug screening, similar but not limited to pre-employment, post-accident, randoms or as deemed necessary by the Chemcote CEO and/or President.

### Qualifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily.

### Education/Experience

- Less than high school education; or up to six months related experience or training; or equivalent combination of education and experience is preferred.

### Work Requirements

### Knowledge/Skill Requirements

#### LANGUAGE SKILLS:

- *Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence in English.*

**REASONING ABILITY:**

- Ability to apply common sense understanding to carry out instructions furnished in written, oral, or diagram form in English. Ability to deal with problems involving several concrete variables in standardized situations.

**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 as a minimum.

*While performing the duties of this job, the employee is regularly required to stand, walk, reach with hands and arms, and talk or hear.*

*The employee must frequently lift and/or move up to 25 pounds and occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and the ability to adjust focus.*

	<i>Continuous</i>	<i>Frequently</i>	<i>Occasionally</i>	<i>Not Applicable</i>
<i>Bend</i>		<b>X</b>		
<i>Kneel</i>		<b>X</b>		
<i>Squat</i>			<b>X</b>	
<i>Climb</i>			<b>X</b>	
<i>Stand</i>		<b>X</b>		
<i>Walk</i>		<b>X</b>		
<i>Sit</i>			<b>X</b>	
<i>Reach</i>			<b>X</b>	
<i>Drive</i>			<b>X</b>	
<i>Fine motor</i>			<b>X</b>	
<i>Repetitive Motion</i>			<b>X</b>	
<i>Right</i>		<b>X</b>		
<i>Left</i>		<b>X</b>		

*This position requires an employee to lift:*

	<i>Continuous</i>	<i>Frequently</i>	<i>Occasionally</i>	<i>Not Applicable</i>
<i>0 – 10 lbs</i>		<b>X</b>		
<i>10 – 25 lbs</i>		<b>X</b>		
<i>25 – 50 lbs</i>			<b>X</b>	
<i>50 – 100 lbs</i>			<b>X</b>	

**Work Environment**

*While performing the duties of this job, the employee regularly works near moving very hot mechanical parts, very hot materials, and is regularly exposed to wet and/or humid outside weather conditions and extreme heat. The employee is frequently exposed to fumes or airborne particles and toxic or caustic chemicals. The employee occasionally works in high, precarious places and is occasionally exposed to toxic or caustic chemicals.*

*The noise level in the work environment is usually loud.*

	<i>Continuous</i>	<i>Frequently</i>	<i>Occasionally</i>	<i>Not Applicable</i>
<i>Hot Weather</i>		<b>X</b>		

<i>Cold Weather</i>		<b>X</b>		
<i>Wet Weather</i>		<b>X</b>		
<i>Exposed to Noise</i>	<b>X</b>			
<i>Exposed to High Heat</i>	<b>X</b>			
<i>Moving Equipment</i>	<b>X</b>			
<i>Working with Others</i>	<b>X</b>			

*The statements included in this Laborer 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 accommodation may be made to enable individuals with disabilities to perform the essential functions.*

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Signature

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Date

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Print Employee Name