

ESSENTIAL QUALIFICATIONS FOR **LABORER**

EDUCATION

A high school education or GED is desirable for this position.

EXPERIENCE

A minimum of 4 years construction experience or vocational school training is required.

TECHNICAL SKILLS AND ABILITIES

- Must be able to read, write, and speak English.
- Must be able to read a measuring tape and calculate distances.
- Must be able to use forming systems.
- Must be able to operate the following equipment:
 - Fork lift, various pumps, concrete vibrator, jack hammer, compressors, scissor lifts, concrete cutting equipment, level transit, compactor roller and truck.
- Must be willing to use and operate other construction equipment in addition to the above list.

NON TECHNICAL SKILLS AND ABILITIES

- Must be able to work closely with co-workers as a team.
- Must be able to work with minimal supervision.
- Must be able to accept direction.

PHYSICAL SKILLS AND ABILITIES – ESSENTIAL JOB FUNCTIONS

- Mix, pour, and rod concrete
- Measure distances from grade stakes; drive stakes and stretch tight line.
- Bolt, nail align, and block-up under forms.
- Level earth to fine grade specifications using pick and shovel.
- Mix concrete, using a portable mixer.
- Erect scaffolding, shoring and braces.
- Apply caulking compounds by hand or with caulking gun to seal crevices.
- Erect and repair guard rails, median rails, guide and reference posts, sign posts, and right-of-way markers along highways.
- Signal to operators of construction equipment to facilitate alignment, movement, and adjustment of machinery to conform to grade specifications.
- Position, join, align, wrap and seal pipe sections.
- Place and test plastic conduit for electrical cable, when the conduit is buried underground.

- Mop, or spread bituminous compounds over surfaces for protection (outside buildings).
- Spray material such as water, sand, steam, vinyl or stucco through holes to clean, coat or seal surfaces.
- Apply penetrating sealer and primer protective coatings to concrete floors and steps when safe to walk on.
- Install plastic panels on the inside of existing window frames for insulation (instead of storm windows). The panels are held in place magnetically (with metal brackets) and with self-taping screws.
- Clean and grind concrete floors and walls by high pressure waterblasting or sandblasting preparatory to the application of waterproofing.
- Remove rough or defective spots from concrete surfaces, using grinder or chisel and hammer; and patching holes with fresh concrete or epoxy compound when not preparatory to sacking (finishing a large surface of patched holes).
- Set concrete curb, gutter, and sidewalk forms as a composite crew with cement masons.
- Lay concrete, granite and brick pavers in beds of sand.
- General clean-up required after damage caused by water or fire.
- All clean-up work required in connection with the above work.
- Clean tools, equipment, materials and work areas:
 - When the clean-up is performed for more than one trade (usually employed by the general contractor).
 - When assisting those trades for which laborers have been specifically designated as tenders, e.g. carpenter tender, cement finisher tender, etc.
- Perform duties as assigned.

In order to perform the above job functions, an applicant must be able to, among other things:

- Wheelbarrow concrete weighing approximately 600 pounds.
- Lift construction equipment and/or materials weighing up to 100 pounds.
- Lift, kneel, bend, stoop, squat, climb and crawl.
- Stand for up to eight hours per day, depending on task requirements.
- Occasionally work at heights.
- Sustain repetitive hand motion.
- Negotiate around job sites composed of various terrain.

UNUSUAL WORKING CIRCUMSTANCES

- Must be willing to tolerate exposure to temperature extremes while working outdoors, year-round, on job sites.
- Must be willing to travel out of town.
- Must be willing to be exposed to potentially hazardous materials. **Material Safety Data Sheets (MSDS)** are required reading prior to employment.
- Must furnish his/her own hand tools. Required tool list is attached.
- Must be willing to use personal vehicle.

LICENSURE / CERTIFICATION

- Must have a valid Washington State driver’s license.
- Must have current automobile insurance.

ATTENDANCE REQUIREMENTS

- Must be able to work at least an eight hour shift per day, Monday through Friday; with a one-half hour lunch break and a fifteen minute break each half shift.
- Must be able to work infrequent overtime.

Management reserves the right to change the duties and qualifications given on this job description at any time.

Signature: _____ Date: _____
Superintendent

Signature: _____ Date: _____
Employee

LIST OF REQUIRED HAND TOOLS FOR LABORER

- Tool Bag
- Nail Puller
- Tri Square
- Standard Screwdriver
- Phillips Screwdriver
- Sturdy Work Gloves
- Chalk Line
- Hammer
- Chisel
- Tie-wire Pliers
- Utility Knife
- Rubber Gloves
- 2' and 4' Level
- Measuring Tape – 25'

**FINAL APPLICANTS MUST PASS
A DRUG/ALCOHOL SCREEN**

**APPLICATION FOR EMPLOYMENT
Tri-Ply Construction, LLC**

Last Name	First Name	Middle Name	Application Date
Current Address (Number & Street)		Home Phone Number	Message/Emerg Phone Number
City, State & Zip			Social Security Number
Email Address:			

EMPLOYMENT DESIRED

Position Desired	
Have you worked for our company before? Yes ___ No ___ (If yes, state date)	Will you accept part-time work? Yes ___ No ___ Will you accept temporary work? Yes ___ No ___ Salary or wage desired:

U.S. MILITARY SERVICE

Service Branch:	Final Rank:	Military Occupation:
Education/Training:	Date Entered:	
	Date Separated:	

PERSONAL

Are you able to perform the duties and meet the qualifications of the position for which you are applying with/without reasonable accommodations? Yes ___ No ___
Do you have transportation? Yes ___ No ___
Hobbies or interests:

EDUCATION AND TRAINING

1. Circle the highest grade completed: Grade 1 2 3 4 5 6 7 8 High School 1 2 3 4 College 1 2 3 4 5
2. Name of High School: _____ Did you graduate? Yes ___ No ___ Name of College: _____ Did you graduate? Yes ___ No ___ College Major: _____ College Minor(s):
3. Graduate Work:
Other education or training which may help us better place you:

Last Employer First From / To	Employer's Name, Address & Phone Number	Position Held	Reason For Leaving
/	Name:	Position:	
/	Street:	Supvr:	
Phone #	City:		
/	Name:	Position:	
/	Street:	Supvr:	
Phone #	City:		
/	Name:	Position:	
/	Street:	Supvr:	
Phone #	City:		

May we contact your current employer for a reference? Yes _____ No _____

List equipment you can operate: _____

I have performed the following jobs for which I am presently qualified. (List in order of skill)

Job	Skill Performed	For Whom
1.		
2.		
3.		

CERTIFICATION:

I authorize investigation of all statements contained in this application. I authorize the employers, schools or persons named above to provide information regarding my employment, education, character and qualifications to the Company. Further, I understand and agree that my employment is for no definite period and may, regardless of the date of payment of my wages or salary, be terminated at any time with or without cause and with or without previous notice. No manager, supervisor, representative or agent of the company, other than the President, has any authority to enter into any agreement with me for any specified period of time, or to make any agreement contrary to the foregoing. I further understand and acknowledge that nothing contained in the employee manual received by me at the commencement of my employment, if hired, nullifies, or modifies the foregoing.

My signature below certifies that all information in this application is correct and complete to the best of my knowledge and belief, and I understand that intentionally giving false information could result in refusal of employment, or discharge. This application will remain under active consideration for applicable job openings which occur within 90 calendar days from the date on this application. I agree, upon request, to submit to a blood or urine test to detect drug usage and recognize that said test will be used to determine suitability for initial or continuing employment. As a final applicant I also agree to pay for the cost of the urine drug/alcohol screen; the cost of which will be reimbursed to me after negative test results are confirmed or if I voluntarily leave the company within 1 month of my hire date. **I further agree to have the above amount deducted from my paycheck in the event of a voluntary leave or positive drug test result.**

I understand and agree to the above terms:

Signature: _____ Date: _____