

## **NATURE OF EMPLOYMENT**

Each employee of Bancroft Contracting Corp. ("BCC") enters into employment with BCC voluntarily. Each employee is free to resign at will, at any time, with or without cause. Similarly, BCC can terminate any worker's employment with the company at any time, with or without notice or cause, so long as the termination does not violate any law or employment regulation. This job description is not intended to and should not be construed as a contract of employment between BCC and any employee.

This job description has been developed at the discretion of BCC management and it may be changed or cancelled at any time, at BCC's sole discretion.

The purpose of this job description is to define the core functions of the job and to provide information about the typical working conditions associated with the job, as well as the physical, mental, educational, and experiential qualifications that the job typically demands. This description is not intended to be exhaustive or comprehensive with respect to any of these matters. Actual job functions, working conditions, and employment qualifications may vary from time to time and for varying periods of time. All BCC employees are expected to respond to these variations to the best of their ability.

## **POSITION SUMMARY**

Construction Worker is a laboring position on civil, industrial, and commercial construction sites. The position requires heavy physical work under all environmental conditions. Good physical conditioning is important to success in the position. Familiarity with the use of common hand and power tools is a pre-requisite. The position requires travel -- either a driver's license and reliable vehicle, or a practical alternative plan for getting to the jobsite, is a requirement of the job.

## **ESSENTIAL FUNCTIONS OF POSITION**

The Construction Worker has limited experience on construction worksites but understands and has some experience in the use of most basic hand tools and hand power tools. This position knows or quickly learns the use of

basic gasoline and air-powered tools including rock drills, jackhammers, rivet-busters, chainsaws, cut-off saws and others.

The Construction Worker works effectively and efficiently at tasks such as shoveling, drilling, jack hammering, carrying, jobsite housekeeping, running errands, moving materials, etc. After appropriate instruction from supervisor or site safety personnel, has ability to perform duties of fire watch and confined-space attendant.

The Construction Worker brings a selection of common construction hand tools to the jobsite. At minimum these include:

- Toolbox or bucket
- Nail hammer (20-ounce minimum)
- Belt loop to carry hammer
- Tape measure (25-foot minimum)
- 12" combination square or speed square
- Adjustable wrench, 12-inch
- Side-cutting pliers
- Pencil
- Utility Knife

In addition to the tools listed above, this position may require additional wrenches, including a ½-inch drive socket set, pry bars, hammers, and a larger selection of adjustable wrenches and pliers, screwdrivers, and various other tools as the need for them arises on the job.

The Construction Worker is not expected to work independently. This position generally works under the direct supervision of skilled construction workers, craftsmen, or site supervisors.

### **REQUIRED EDUCATION AND EXPERIENCE**

A high-school diploma, or equivalent, is preferred, but not essential. Some previous construction experience is preferred, but not essential. Some Experience using hand tools and portable power tools is required. Experience doing demanding physical work is required. A level of physical conditioning that would predict success in a physically demanding job is required. A valid driver's license and reliable motor vehicle, or a viable alternative plan for getting to distant jobsites in time for work, is required. Regardless of prior formal training or experience, a Construction Worker must demonstrate on the job, the ability to carry out or to quickly learn and competently execute all essential functions of the position.

### **WORK ENVIRONMENT**

The Construction Worker works on construction jobsites or within various divisions of the company (mechanical garage, fabrication shop, etc.). They will work both indoors and outdoors and should expect to work in all weather and environmental conditions, including: wet or dusty areas and atmospheres, deep sub-zero wind chill, extreme summer heat, rain, and sleet. This position requires the ability to work safely and productively at heights and in confined spaces. The Construction Worker should expect to work around various types of industrial materials, including but not limited to: toxic chemicals, caustics, acids, septic sludge, ash, soot, and many other unpleasant and potentially hazardous materials.

### **PHYSICAL REQUIREMENTS**

The Construction Worker is expected to have:

- The ability to work in all positions, including lying, squatting, kneeling, sitting, and standing.
- The ability to work in positions that may be awkward or cramped, sometimes for the entire workday.
- The ability to bend, twist, reach, walk, climb, push, pull, and drag, as well as lift to overhead and/or carry up to 60 lbs. frequently and up to 120 lbs. occasionally.
- The ability to work with heavy vibratory tools such as jack hammers, chipping guns, rock drills, and large grinders for substantial period of the workday, sometimes consecutively depending on the requirements of the job.
- Excellent balance, strength, and visual acuity (with or without correction).

- Sufficient hearing acuity to receive and understand verbal instructions and to maintain awareness of surroundings in complex, dynamic, and noisy environments.

**INTELLECTUAL, TECHNICAL & SOCIAL REQUIREMENTS**

A Construction Worker will have the ability to:

- Add, subtract, multiply, and divide in whole numbers.
- Add and subtract fractions and decimals.
- Understand the basic principles of geometry and physics, as necessary, to accomplish essential functions of position.
- Estimate weights, distances, times, and dry and liquid volumes in common units of measure.
- Accurately measure in all common English and Metric units of measure including distances, volumes, temperatures, weights, and times.
- Write simple notations.
- Read and follow written instructions, directions, and technical materials.
- Communicate verbally in English with other individuals and small groups.

The Construction Worker will be required to work with construction crews ranging in size from 2 to 25 or more workers. This position requires the ability to accept direction readily, as well as listen to and follow specific instructions and to lead less experienced crew members in common construction tasks, as the demands of production require.

**SAFETY**

The Construction Worker must have the ability to understand and comply at all times with the safe work procedures and expectations of the employer and customer. Must have the ability to learn these procedures and expectations quickly through training delivered by various means including written materials, audio-visual presentations, verbal instruction, hands-on demonstration, and on the job training.

They must have the ability to acclimate quickly to the complexities of dynamic construction sites and to always remain aware of potential

hazards in the work environment. They must be able to quickly learn to recognize and avoid or eliminate hazardous conditions at the worksite.

### **HOURS & TRAVEL**

The hours for the Construction Worker position vary with the demands of production. Hours can be irregular and unpredictable. A typical summer schedule is Monday through Friday 6:30 a.m. to 5:00 p.m. However, this position frequently requires work on night shifts, on weekends, and at irregular hours (days and nights). During periods of maximum demand, the workday may be extended to 12 hours or more and workers may be required to work three weeks or more, without a day off. During slow periods, the schedule may be reduced to four ten-hour days, per week, or less. Workers may also be subject to extended layoffs from employment when economic conditions and workload demand a reduction in costs.

This position requires travel and the ability to work away from home for periods up to a month at a time.

### **ACCOUNTABILITY**

The Construction Worker is accountable to his or her crew foreman and site superintendent, or to the manager of the division to which he or she is assigned.

### **OTHER REQUIREMENTS**

Employment is subject to a state and federal criminal background check and a pre-employment physical and drug screening.