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| Job Title: | Construction Laborer-Non-CDL Driver | Classification: | Non-Exempt, Safety Sensitive Position |
| Department: | Field Crew | Reports to: | Foreman/Superintendent |
| Travel Requirements: | Yes, up to 100% | | |
| Per Diem Eligibility: | Yes, refer to employee benefits summary for additional requirements and amounts | | |

The Construction Laborer/Non-CDL Driver safely performs a wide variety of tasks and routine functions throughout the day to support construction activities. This position requires work both inside and outside in a wide variety of weather conditions including hot, cold, wet, or dry. The routine functions have a range of physical demands from sedentary to very heavy physical exertion requirements. Regular overtime is required (approximate work week is 50 hours but may exceed 60).

Support of construction activities includes driving company owned vehicles to haul equipment and material to and from job sites, ground support and assistance for equipment operators, light repair of tools and equipment, constructing projects to specification, operating small hand tools, setup and tear down of temporary traffic control and safety barricades, communicating with supervision in regards to task completion, and other tasks as needed.

KEY RESPONSIBILITIES

Construction Labor

- Hand dig and backfill trenches
- Cable handling
- Carry, load, and install materials to be used on the job
- Pothole utilities using vac
- Operate small hand tools
- Provide ground support for backhoe, directional drill, and cable plow operators
- Light repair and maintenance of tools and equipment
- Wash and clean equipment and vehicles
- Drive both commercial and non-commercial motor vehicles matching current driver's license
- Other duties as assigned (may include basic equipment operating and training)

Safety

- Wear required PPE at all times
- Safely drive company vehicles to include safe transport and proper load securement
- Attend all required safety meetings and trainings
- Inspect tools and equipment daily
- Recognize the hazards of and work safely around existing underground and overhead utilities
- Set up and tear down temporary traffic control and safety barricades
- Work in a safe and responsible manner so as not to intentionally or unintentionally injure anyone on the jobsite
- Seek assistance if there is any question on how to safely perform a task
- Report any unsafe working condition to supervisors

Teamwork

- Treat all co-workers, customers, and vendors with dignity and respect
- Promote a team environment where all crew members work collaboratively to complete assigned tasks
- Cooperate with equipment operators to complete tasks efficiently and with good quality
- Maintain willingness to help other job functions out at all times
- Communicate information to other crew members as tasks or conditions change

QUALIFICATIONS

Required Skills, Abilities and Other Qualifications

- Valid and current Class D Driver's License with satisfactory record
- Valid and current DOT Health Card
- Possess proper documentation for airline travel
- Strong interpersonal communication
- Strong ability to follow verbal and written instructions
- Possess a positive "can do" attitude
- Have a sense of urgency to meet deadlines
- Ability to accomplish goals in a team environment
- Ability to multi-task and set priorities effectively
- Willing to work overtime as required
- Ability to pass a pre-employment drug screen and background check

Preferred Skills, Abilities, and Other Qualifications

- High School Diploma or GED
- Previous experience in cable/utility installation
- OSHA 10
- Competent Person Training for Excavation
- CPR Certified

Physical Demands

- Must be physically able to endure the daily activity involved with the job
- Must be able to lift and carry up to 50 pounds on a regular basis
- Must be able to work outdoors in all weather conditions, which could include inclement weather, heat and humidity, rain, or dust.
- Regular standing or walking on uneven terrain for long periods, lifting, climbing, bending, and carrying
- May be exposed to environmental hazards of outside work such as noxious weeds, wild animals, and insects
- Out of town, overnight travel is required on a weekly and/or 10-day rotation basis
- Must comply with the Company's drug and alcohol testing requirements

***Disclaimer:** The tasks contained in this job description are in no way meant to be all encompassing of the position rather a general outline of the duties required. Employees may be required to perform duties outside their normal responsibilities from time to time, as needed.