

## PAVING LABORER

**Company:** All States Construction, Inc  
**Department:** Construction  
**Classification:** Hourly Seasonal

**Location:** Richmond, ME or Limerick, ME (Statewide)  
**Reports to:** Foreman  
**Revised:** January 2025

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### Position Summary:

The Paving Laborer is responsible for performing duties related to the paving operation in a safe efficient manner.

### Essential Functions:

The following list is intended to be exemplary of the physical demands of the position however it is not exhaustive of all day-to-day functions. The incumbent will be required to perform any or all of the following in a given day or week:

1. Adheres to all safety rules and works safely on all jobs.
2. Ability to work with other members of the crew and communicate effectively and efficiently.
3. While performing the duties of this position the incumbent is regularly required to stand for up to 10-12 hours (rest breaks as required by law will be provided), use hand to finger, handle or feel, reach with hands and arms, talk or hear, walk, climb stairs, ladders, & catwalks, stoop, bend, twist, kneel and crouch;
4. Report immediately to foreman any damage to the equipment or safety hazards or accidents.
5. Must be able to consistently lift and/or manipulate with push/pull force +/- 50 pounds;
6. Flexibility with regard to schedule working extended hours, nights, weekends, and holidays when business needs dictate. Regional travel with crew requiring dependable transportation, occasional overnight travel.

### Work Conditions

Incumbent must be able to tolerate moderate to loud noise level (PPE will be provided, including hearing protection as required), long hours standing, walking, and laboring outdoors in varying weather conditions – frequently in extreme heat.

### Physical Demands

The physical demands described below are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is frequently required to sit, use hands, reach with hands and arms, handle, feel, talk, see and listen. The employee must be able to push levers forward and backwards. The employee is occasionally required to stand, walk, climb stairs, stoop, bend, twist, kneel and crouch. Employee may sit for an hour or more at a time.



**Other Accountabilities/Responsibilities:**

Performs related and unrelated duties as may be required.

**Position Requirements:**

High school diploma or equivalent. Prior industry experience preferred. Ability to work as part of a team and able to pass a physical and drug screen. Must have a valid driver's licenses (CDL prefer) licenses. Must possess sound judgment ability, and ability to analyze MSDS sheets.

**Supervisory Scope:**

None.

**Independent Action:**

Performs work independently within scope of established guidelines and practices. Consults with Foreman where clarification or exception to procedure may be required.

**Qualifications:**

To perform this job successfully, an individual must be able to perform each essential function satisfactorily. The requirements listed above are representative of the knowledge, skill and/or ability required. Any physical demands or work conditions described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.