



## LABORER

### Classification

Nonexempt

### Reports To

Fabricator Team Leader

### Objective

This position is for an entry level laborer to perform multiple manual labor tasks in a steel fabrication shop floor. The task list includes but is not limited to: grinding, sweeping, moving parts and materials, stacking inventory, lift/carry tools and materials, taking direction and instructions from fabricators, painters and team leaders, drill holes, measure materials, scrape material, clean work areas, organize tools and equipment, utilize a forklift, and other duties as required.

### Essential Functions

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

1. Complies with safety regulations, understands occupational hazards of the trade and applies basic appropriate precautionary measures when in work areas.
2. Can perform a variety of manual tasks.
3. Understands the basic principles of working in a steel fabrication shop.
4. Keeps work area clean and free of debris, trash and excess material.
5. Can follow instructions and is able to acquire basic knowledge of steel fabrication.
6. Uses a variety of hand and power tools, grinders and material handling equipment in performing duties.
7. Follows oral and written instructions.
8. Operates a forklift.
9. Has knowledge and understanding of safety and emergency procedures and knows the practical application of standard operating procedures.

### Competencies

1. Communication Proficiency
2. Problem Solving/Analysis
3. Teamwork and Learning Orientations
4. Initiative
5. Flexibility
6. Ability to learn more complex tasks

### Supervisory Responsibility

This position has no supervisory responsibilities.

### Work Environment

While performing the duties of this job, the employee is frequently exposed to fumes or airborne particles, moving mechanical parts and vibration. The employee is regularly exposed to a variety of extreme weather conditions as the work is performed both outdoors (Cold, rain, heat, humidity, high wind) and indoors. The noise level is at levels where OSHA required hearing protection is mandatory. Personal Protective Equipment is required at all times while actively working. Exposure to various abrasive materials, sparks, solvents, paint and steel residue may occur.



## **Physical Demands**

*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.*

While performing the duties of this job, the employee is regularly required to effectively communicate: receive instructions, guidance and provide feedback to leaders and team members. The employee will be required to stand, walk, bend, kneel, stoop and crouch all day and include the ability to frequently lift/carry items over 50 pounds. The vision requirements include, having 20/20 vision (correctable with glasses or contact lenses), close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus. This position requires the team member to wear required protective equipment that can include: Eye protection, hearing protection, respirator, paint suit, goggles, back brace, safety boots and gloves.

## **Expected Hours of Work**

This is a full-time position. Days and hours of work are typically Monday through Friday 6:00 a.m. to 6:00 p.m. and Saturday 6:00 a.m. to 11:00 a.m. Frequent overtime and weekend work is required as part of expected duties.

## **Travel**

No travel is expected for this position.

## **Required Education and Experience**

1. High school diploma, GED diploma or three to six months of related experience or training or equivalent combination of education and experience.

## **Preferred Education and Experience**

1. Previous work experience in a shop environment.
2. Previous work experience doing manual labor.
3. Forklift operation experience

## **Work Authorization**

The Immigration and Nationality Act make it unlawful for an employer to knowingly hire or continue to employ someone who is not authorized to work in the United States. FAR 22.18 implements the amended Executive Order 12989 requiring federal contractors to verify that their employees are lawfully authorized to work in the U.S. Beck Steel shall not impose work authorization verification or reverification requirements greater than those required by law.

## **AAP/EEO Statement**

Beck Steel provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

As part of the company's equal employment opportunity policy, Beck Steel will also take affirmative action as called for by applicable laws and Executive Orders to ensure that minority group individuals, females, disabled veterans, recently separated veterans, other protected veterans, Armed Forces service medal veterans, and qualified disabled persons are introduced into our workforce and considered for promotional opportunities.



This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

### **Other Duties and Requirements**

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice. The employee may be required to submit to a drug screen prior to being hired and random drug testing during their tenure at Beck Steel as specified by Beck Steel's Zero Tolerance policy (August 2018).

### **Signatures**

This job description has been approved by all levels of management.

Manager: \_\_\_\_\_

Date: \_\_\_\_\_

HR: \_\_\_\_\_

Date: \_\_\_\_\_

Employee Signature below constitutes employee's understanding of the requirements, essential functions and duties of the position.

Print: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_