



Building Excellence

Yard Laborer

Miron Construction Co., Inc., - Neenah Office

DEPARTMENT: Field Services
JOB STATUS: Full Time
FLSA STATUS: Non-Exempt
REPORTS TO: Team Leader
POSITIONS SUPERVISED: None
TRAVEL REQUIRED: 0-5 %
WORK SCHEDULE: Day Shift

SUCCESS:

*At the heart of Miron Construction Co., Inc., is our ability to cultivate and maintain long term relationships with our clients. The keys to Miron's **success** in this arena include:*

- *Making a personal connection with the client, based on their drivers and goals*
- *Having a clear understanding of client expectations, and consistently attempting to exceed them*
- *Producing a quality, long lasting product*
- *Elevating the people we work with and creating a team atmosphere*
- *Making a fair profit in an ethical manner*

*Detailed below are Miron's expectations of the Skilled Craft Professional role and how this position contributes to Miron's **success**.*

POSITION SUMMARY:

This is a field position, working at the Warehouse Operations Center, performing material handling duties.

ESSENTIAL FUNCTIONS:

- Gather construction materials and tools based on designated lists
- Package construction materials and tools for transport on trucks
- Using forklifts or other machines, load and secure materials on trucks
- Using forklifts or other machines, unload materials from trucks
- Unpack materials and tools and distribute to inspection and repair stations
- Follow safety procedures at all times
- Operate various power tools, air tools, skid loaders, air compressors, forklifts, and other related tools and equipment in performing described duties
- Other warehouse related duties as assigned

POSITION QUALIFICATIONS:

- High school or GED level education preferred
- A passion for safety in warehouse operations
- Experience in the warehouse field preferred
- A valid driver's license is required to operate a Miron vehicle
- Ability to perform manual equipment operations as necessary

PHYSICAL DEMANDS:

See below

WORK ENVIRONMENT:

Primarily a very active warehouse environment, with frequent assignments outdoors.

NOTE:

The Company has reviewed this job description to ensure that essential functions and basic duties have been included. It is intended to provide guidelines for job expectations and the employee's ability to perform the position described. It is not intended to be construed as an exhaustive list of all functions, responsibilities, skills and abilities. Additional functions and requirements may be assigned by supervisors as deemed appropriate. This document does not represent a contract of employment, and the Company reserves the right to change this job description and / or assign tasks for the employee to perform as the Company may deem appropriate.

I have carefully read the contents of this job description. I understand the responsibilities, requirements and duties expected of me.

Employee Signature

Date

Executive Committee Member Signature

Date

Miron Construction Company, Inc. is an Equal Opportunity Affirmative Action Employer

ADA PHYSICAL DEMANDS DOCUMENTATION CHECK OFF LIST

Documenting Physical Demands in a job description ensures ADA compliance.
This form should be maintained in your Department file.

PHYSICAL DEMANDS:

Be sure to specify significant Physical Demands in the job requirements section of the job description. Be certain that lifting weights, physical activities and/or strength, mobility and agility required to perform the job effectively are included when it is important to perform an essential duty. Clarify how much on-the-job time is spent on the physical activities such as standing, walking, sitting, using hand to finger, handle, or feel; reaching with hands and arms; climbing or balancing; stooping, kneeling, crouching or crawling; talking or hearing; and tasting or smelling. Use the chart below to develop your description of physical demands.

How much on-the-job time is spent on the following physical activities? Show the time by checking the appropriate boxes.

| | Amount of Time | | | |
|--------------------------------------|--------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| | None | Under 1/3 | To 2/3 | Over 2/3 |
| Stand | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Walk | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Sit | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Use hands to finger, handle, or feel | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Reach with hands and arms | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Climb or balance | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Stoop, kneel, crouch, or crawl | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Talk or hear | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Taste or smell | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

i.e., Position requires standing 1/3 of the time.

Does this job require that weight be lifted or force be exerted? If so, how much and how often? Check the appropriate boxes.

| | Amount of Time | | | |
|----------------------|-------------------------------------|--------------------------|-------------------------------------|-------------------------------------|
| | | <i>Under</i> | <i>To</i> | <i>Over</i> |
| | None | 1/3 | 2/3 | 2/3 |
| Up to 10 pounds | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Up to 25 pounds | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Up to 50 pounds | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Up to 100 pounds | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| More than 100 pounds | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

i.e., Position requires lifting 1/3 of the time up to 10 pounds.

Does this job have any special vision requirements? Check all that apply.

- Close vision (clear vision at 20 inches or less)
- Distance vision (clear vision at 20 feet or more)
- Color vision (ability to identify and distinguish colors)
- Peripheral vision (ability to observe an area that can be seen up and down or to the left and right while eyes are fixed on a given point)
- Depth perception (three-dimensional vision, ability to judge distances and spatial relationships)
- Ability to adjust focus (ability to adjust the eye to bring an object into sharp focus)
- No special vision requirements

Specify below the essential job duties that require the physical demands indicated above.

Warehouse site environment with physical labor duties.

Any special physical demands should be clearly communicated to any applicants applying for this position and all employees occupying this position.