

**PAVING CREW MEMBER****Department:** Construction**Classification:** Hourly Non-exempt**Reports to:** Foreman**Location:** All States Construction, Inc.**Revised:** March 2022

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**Position Summary:**

The Paving Crew Member is responsible for performing duties related to the paving operation, and the safe and responsible operation of all applicable machinery and equipment. CDL License preferred to help the paving crew.

**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. Work on paving crew to complete paving jobs at various locations.
2. Report immediately to foreman any damage to the equipment or safety hazards or accidents.
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 hands, handle or feel, reach with hands and arms, talk, see, hear, walk, climb stairs, ladders, & catwalks, stoop, bend, twist, kneel and crouch;
4. Knowledge of machine controls, safety features, proper operation In accordance with company safety policy and relevant equipment manual(s);
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.

**Other Accountabilities/Responsibilities:**

Performs related and unrelated duties as may be required.

**Position Requirements:**



PO Box 91  
Sunderland, MA 01375  
413-665-7021  
[www.asmg.com](http://www.asmg.com)

High school diploma or equivalent. Prior industry experience preferred. Must have applicable equipment operators' 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 Dispatch Manager 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.