



PAVING CREW MEMBER

Company: All States Construction, Inc
Department: Construction
Classification: Hourly Non-Exempt

Location: Limerick, ME
Reports to: Paving Foreman
Revised: September 2024

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.

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. Knowledge of machine controls, safety features, proper operation In accordance with company safety policy and relevant equipment manual(s);
5. Ability to operate the skid steer safely and efficiently.
6. Ensure fluid levels are sufficient for job.
7. Report immediately to foreman any damage to the equipment or safety hazards or accidents.
8. Must be able to consistently lift and/or manipulate with push/pull force +/- 50 pounds;
9. 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.

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.

**Work Conditions**

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

Other Accountabilities/Responsibilities:

Performs related and unrelated duties as may be required.

Position Requirements:

High school diploma or equivalent. 3-5 years of prior industry experience with a strong knowledge of equipment operation, asphalt paving operations, mechanical aptitude, and “facility housekeeping” skills preferred. Ability to work as part of a team and ability to pass a physical and drug screen. Class A or B driver’s license required. 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 plant supervisor 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.