



McANANY CONSTRUCTION

Job Title	Asphalt Raker / Laborer
Department/Crew	Paving
Reports To	Foreman
Union or Nonunion	Laborers 1290/663
Employment Status	Full-time
Exemption Status	Non-exempt/hourly
Work Schedule	Day shift, Monday-Saturday
Working Hours/Shift	Day shift, with overtime and Saturdays as needed

Job Responsibilities

- Operate asphalt rake to level and smooth asphalt surfaces
- Identify and correct areas of asphalt surface that are uneven or defective
- Rake asphalt to create desired surface texture
- Perform other related duties as assigned (shoveling, clean up, general labor)
- Must be willing to work overtime and weekends when necessary

Physical Requirements

- Constant physical effort, including standing, is required during a regular work shift of at least eight hours per day
- Employee must be able to stand for extended periods of time, and to stoop, bend, and crouch as required to perform Key Duties
- Ability to lift, on a frequent basis, at least 50 pounds and carry at least 30 pounds personally, and up to 150 pounds with assistance
- Maintain constant alertness to the multiple concurrent activities of the construction site, including the activities of other employees and contractors, the operation of stationary equipment, and the movement of mobile equipment
- Frequently walk on uneven surfaces, including natural ground in varying weather conditions
- The ability to hear, understand, and distinguish speech and/or other sounds (e.g., moving equipment, backing alarms, or other alarms, instructions/directions from supervisor and/or spotter)

Work Environment/Conditions

- Outdoors, in most weather conditions including high heat and high humidity
- Work environment periodically exposes the employees to high asphalt levels of noise and dust that is typically associated with a construction project
- Employee regularly works near heavy equipment and moving machinery
- Work may involve a variety of substances commonly found on construction sites such as, grease, gasoline, diesel fuel and hot asphalt mix

This job description in no way states or implies that these are the only duties to be performed by the employee(s) of this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by any person authorized to give instructions or assignments. All duties and responsibilities are essential functions and requirements and are subject to possible modification to reasonably accommodate

individuals with disabilities. To perform this job successfully, the employee(s) will possess the skills, aptitudes, and abilities to perform each duty proficiently. Some requirements may exclude individuals who pose a direct threat or significant risk to the health or safety of themselves or others. The requirements listed in this document are the minimum levels of knowledge, skills, or abilities. This document does not create an employment contract, implied or otherwise, other than an at-will relationship.

McAnany Construction is an equal opportunity employer and is committed to compliance with its obligations under all applicable state and federal laws prohibiting employment discrimination. In keeping with this commitment, it attempts to reasonably accommodate applicants and employees in accordance with the requirements of the disability discrimination laws. It also invites individuals with disabilities to participate in a good faith, interactive process to identify reasonable accommodations that can be made without imposing an undue hardship.