



Title: LABORER/ CDL DRIVER

**Classification:** Non-exempt  
**Reports to:** Foreman  
**Location:** Atlanta, GA

**Salary Family/Range:** Prevailing  
**Date:** 5/31/2017

### Summary/Objective

Perform tasks involving physical labor at highway and heavy construction projects. May operate a variety of hand and power tools. May clean and prepare sites. May assist other craft workers.

### Essential Functions

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

1. Perform a variety of tasks involving strenuous manual labor in heavy/highway construction projects; perform manual work in preparing surfaces for striping and maintenance.
2. Drive vehicles that include tractors, paint trucks, sweepers, box vans, stake rack trucks, tow trailers and other types of equipment to include automatic and manual transmission.
3. Drive and operate equipment. To include forklift, grinder, bobcat, hand striping equipment, blowers, tape carts, and pickup trucks.
4. Moving stencils, duct taping to prepare for painting. Distributing beads on wet paint by hand.
5. Flagging and maintenance and protection of traffic.
6. Maintain a clean job site: pick up all tools and equipment and secure job site each day in order to eliminate potential hazards.
7. Material handling and storage. Must be able to lift a minimum of 50 lbs.
8. Load and unload trucks and haul and hoist materials.
9. Ensure that proper safety and incident reporting procedures are followed. Bring problems to the attention of the Manager, Supervisor, or Vice-President of HR& Safety.
10. Must be willing to travel for extended periods of time. May be required to travel independently and have the ability to read and understand road maps.
11. Must be knowledgeable and comply with Federal Motor Carrier regulations.

### Competencies

1. Some knowledge of proper use of equipment, materials and supplies used in heavy/highway construction work.
2. Some knowledge of first aid and applicable safety precautions.
3. Ability to work independently and complete daily activities according to work schedule.
4. Ability to lift heavy objects, walk and stand for long periods of time and perform strenuous physical labor under adverse field conditions.
5. Ability to communicate orally and in writing.
6. Ability to use equipment and tools properly and safely.
7. Ability to understand, follow and transmit written and oral instructions.
8. Ability to meet attendance schedule with dependability and consistency.

### Work Environment

Regularly works near moving mechanical parts and in outside conditions that include inclement weather, heat and humidity, and exposure to dust and asphalt. Noise level is generally loud. Generally, maybe a dangerous environment if proper safety procedures are not followed.

### Physical Demands

Requires good manual dexterity (hand, hand with arm, two hands) and multi-limb coordination. Excellent stamina is required. Must be able to lift, push, pull or carry objects, use abdominal and lower back muscles to provide support over time without fatigue and to effectively jump, sprint or throw an object. A complete 360 degree awareness of surroundings to ensure safe working conditions.

### Expected Hours of Work

Must remain flexible. Day, night and weekend's maybe required.



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**Travel**

May require up to 90%

**Required Education and Experience**

- 1. CDL A or CDL B

**Preferred Education and Experience**

- 1. CDL A

**Additional Eligibility Qualifications**

Must possess a valid and appropriate enhanced state CDL driver's license prior to employment and or passport/passport card. Additionally, a clean driving history is required.

**Work Authorization/Security Clearance**

ATL Badge

15-year background clearance

**AAP/EEO Statement:**

Hi-Lite is an EEO Company. It is the policy of Hi-Lite to prohibit discrimination and harassment of any type and to afford EEO to all employees and applicants without regard to race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, genetic information, marital status, amnesty or status as a covered veteran in accordance with applicable federal, state and local laws. Hi-Lite complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. Hi-Lite's EEO policy applies to all terms and conditions of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

**Other Duties:**

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.

**Signatures:**

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

Manager\_\_\_\_\_

HR\_\_\_\_\_

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

Employee\_\_\_\_\_ Date\_\_\_\_\_