

WILLIAM A. HAZEL, INC.

HUMAN RESOURCES DEPARTMENT  
JOB DESCRIPTION

JOB TITLE: Laborer (Stone)

Exempt: No Job Code: 1631 Salary: \_\_\_\_\_ Division: Field

Dept: Stone Location: Chantilly or Manassas

Report to: Stone Forman Attendance Requirements: M-F 6:30-5:00, some Saturdays

Prepared by: Buddy Foley Date: January 14, 2005

Approved by: \_\_\_\_\_ Date: \_\_\_\_\_

**ESSENTIAL DUTIES AND RESPONSIBILITIES:** include the following. Management retains the right to add or change duties at any time.

1. Must be able to do what grademan needs help with.
2. Be able to do shovel work.
3. Be able to do a lot of walking when required.
4. Be able to adjust water valves.
5. Clean curbs.
6. As directed by competent authority.

Name: \_\_\_\_\_

Sign: \_\_\_\_\_

Date: \_\_\_\_\_

**PHYSICAL ACTIVITIES / HOURS PER DAY:**

**Repetitive Motion of Hands and Feet:**

|           |   | <b><u>Repetitive Hand Motion:</u></b> |                                | <b><u>Repetitive Foot Motion:</u></b> |   |
|-----------|---|---------------------------------------|--------------------------------|---------------------------------------|---|
|           |   | L                                     | R                              | L                                     | R   |
| Sitting:  | <input type="text" value="1"/> Light grasping:  | <input type="text" value="2"/>        | <input type="text" value="2"/> | Hard push:                            | <input type="text" value="1"/> <input type="text" value="1"/> |
| Standing: | <input type="text" value="6"/> Strong grasping: | <input type="text" value="2"/>        | <input type="text" value="2"/> | Lt push:                              | <input type="text" value="1"/> <input type="text" value="1"/> |
| Walking:  | <input type="text" value="3"/> Fine dexterity:  | <input type="text" value="1"/>        | <input type="text" value="1"/> | Lift:                                 | <input type="text" value="2"/> <input type="text" value="2"/> |
|           | Keyboarding:                                    | <input type="text" value="0"/>        | <input type="text" value="0"/> | Shove:                                | <input type="text" value="1"/> <input type="text" value="1"/> |

**Repetitive Motion of the Muscular and Skeletal Body:**

|                   |                   | Rarely: | Infrequently: | Occasionally: | Frequently: | Marginally: |
|-------------------|-------------------|---------|---------------|---------------|-------------|-------------|
|                   |                   | 0 - Hrs | Up to 3 Hrs   | 3 to 5 Hrs    | 5 to 8+ Hrs |             |
| Bend:             |                   |         | X             |               |             |             |
| Balance:          |                   |         | X             |               |             |             |
| Climb:            |                   | X       |               |               |             |             |
| Crawl:            |                   | X       |               |               |             |             |
| Crouch:           |                   |         | X             |               |             |             |
| Kneel:            |                   |         | X             |               |             |             |
| Push / Pull:      |                   |         | X             |               |             |             |
| Reach:            |                   |         | X             |               |             |             |
| Squat:            |                   |         | X             |               |             |             |
| Twist:            |                   |         | X             |               |             |             |
| Overhead Lifting: |                   |         |               |               |             |             |
| Lift / Carry      | 0 - 10 pounds:    | X       |               |               |             |             |
| Lift / Carry      | 11 - 25 pounds:   |         | X             |               |             |             |
| Lift / Carry      | 26 - 50 pounds:   | X       |               |               |             |             |
| Lift / Carry      | 51 - 75 pounds:   | X       |               |               |             |             |
| Lift / Carry      | 76 - 100 pounds:  | X       |               |               |             |             |
| Lift / Carry      | Over- 100 pounds: | X       |               |               |             |             |

**WORK ENVIRONMENT:**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. While performing the duties of this job, the employee regularly works in outside weather conditions and is regularly exposed to fumes or airborne particles, extreme cold, extreme heat, and vibration. The employee frequently works near moving mechanical parts and in high precarious places and is frequently exposed to wet and/or humid conditions. The noise level in the work environment is usually medium.

**WORK KEYS:** are used across the nation to help individuals, educators, and employers to identify the skill sets people need to be successful on the job and to determine where additional training can help develop a higher caliber workforce. It offers job analysis, assessment, instructional support, reporting and training identification services.

**SKILL SETS:** required for this job description are:

|                 |                      |                         |                  |           |
|-----------------|----------------------|-------------------------|------------------|-----------|
| Applied<br>Math | Reading<br>for Info. | Observation             | Applied<br>Tech. | Listening |
| 3               | 3                    | 5                       |                  |           |
| Teamwork        | Writing              | Locating<br>Information |                  |           |
| 4               |                      | 4                       |                  |           |

**PRACTICAL EXPERIENCE:** How much experience or on the job training would it take before he / she would be able to perform this job adequately?

|                     |            |             |            |            |
|---------------------|------------|-------------|------------|------------|
| Less than<br>1 week | 1 - 3 Mos. | 6 - 12 Mos. | 2 - 3 Yrs. | 3 - 5 Yrs. |
|                     |            | X           |            |            |

What are some of the important things that they should learn during a period of gaining practical experience?

How to pull string and work with grademan.

Develop a cooperative relationship with management and members of the crew.

**SKILL, KNOWLEDGE, QUALIFICATIONS & EXPERIENCE;**

To perform this job successfully, an individual must be able to perform manual labor tasks necessary to complete each essential duty satisfactory. Less than high school education; entry level experience. Ability to apply commonsense understanding to carry out simple one or two-step instructions. Ability to deal with standardized situations with occasional or no variables. Ability to maintain composure under stressful situations caused by internal or external forces.