



CHIPPEWAS OF NAWASH UNCEDED FIRST NATION

LABOURER

Department: Public Works
Program: Roads and Sanitation
Reports To: Roads Supervisor
Hours of Work: 40 hrs per week

JOB PURPOSE

Laborers perform physical tasks such as cleaning, removing debris, loading and unloading materials, assembling and disassembling temporary structures, digging trenches, compacting earth, reading and following construction plans and blueprints and assisting skilled craftspeople with their duties. The job of a labourer vary, changing from day to day. They perform a variety of duties involving tool use, lifting, carrying and managing equipment and machinery to provide support and aid to the skilled craftspeople on-site.

KEY DUTIES AND ACCOUNTABILITIES

- Spread sand or salt on sidewalks for snow or ice control
- Operate various equipment and machinery
- Clean and maintain sidewalks, streets, roads and public grounds
- Assist skilled tradespersons
- Assist in routine maintenance and repair of equipment
- Assist equipment operators to secure attachments to equipment or truck
- Load and unload trucks with supplies and equipment
- Collect and load refuse on garbage trucks
- Sweep debris and remove snow from streets, sidewalks, building grounds and other areas, and load snow and debris into carts or trucks
- Other tasks as directed by the Roads Supervisor

REQUIREMENTS

Education and Experience:

- High School Diploma or equivalent
- One (1) year of experience driving and/or operating heavy construction equipment, and/or working as a labourer on and around heavy equipment on construction sites;

Designations, Licences & Requirements:

- Valid Ontario G Licence with an acceptable Driver's Abstract
- Ability to obtain DZ or AZ Licence within first year of employment
- Recent acceptable Criminal Record Check
- Training and certification in WHMIS 2015, Workplace Harassment & Violence, Occupational Health and Safety Training for Workers, COVID-19 Health & Safety Training, Health & Safety Review

Knowledge, Skills & Abilities:

- Must have knowledge and training in Traffic Control and Occupational Health and Safety Act.

PROBLEM SOLVING & COMMUNICATION

- Interpersonal skills to work with co-workers and provide information to the public
 - With other co-workers for the purpose of sharing information to complete work assignments.
 - With the public to provide information, ensuring polite, tactful relations.

DECISION MAKING & IMPACT

- Carries out work assignments using a variety of equipment, hand and power tools. Responsible for the safe and effective use of equipment and selects the correct equipment to perform all jobs.
- Work is performed under the direct supervision of the lead hand or works superintendent. Access is also available to established policies and procedures for the Chippewas of Nawash

SAFETY RESPONSIBILITIES:

- Ensure thorough understanding of Health and Safety Policy and Procedure Manual and Occupational Health and Safety acts and regulations
- Ensure using prescribed protective equipment and/or devices for safety and setting example
- Follow reporting for potential and actual hazards
- Take every reasonable precaution in the circumstances for the protection of self and others

STAFF REPORTS

- No direct reports, but may be required to show others how to perform tasks

WORKING CONDITIONS

1. Physical Demands – Frequent periods of stooping, reaching, pushing, walking, climbing, standing, kneeling, lifting and/or fixed work position. Lifting of some objects exceeding 10 pounds
2. Environment – Periods of exposure to outside encountering adverse weather conditions, safety hazards and temperature extremes
3. Mental Effort – Some periods of time where mental, visual, and/or aural concentration is required
4. Position Type/Expected Hours of Work – 40 hours per week with some evening, weekend, holiday and overtime as required

This job description is intended to convey information essential to understanding the scope of position and it is not intended to be an exhaustive list of experience, skills, efforts, duties, responsibilities or working conditions associated with the position.

I hereby acknowledge and agree to comply with the above job description necessary to fill the position.

Employee Name

Employee Signature

Date

Supervisor Name

Supervisor Signature

Date