

## Cornerstone Community Action Agency

### Job Description

JOB TITLE: **Seasonal Laborer**

---

Exempt (Y/N): No	Introductory period: 180 days
Supervisor: In House General Contractor	Work Period: Must not exceed 40 hrs./wk., must not exceed more than six months or 1,000 hours in one year

---

*Cornerstone Community Action Agency, Inc. is committed to a policy of Equal Opportunity Employment (EOE) in its dealings with both employees and applicants for employment. As such, CCAA provides equal opportunity without regard to race, ethnicity, age, religion, sex, sexual orientation, national origin, disability, status as a veteran, or any other characteristic protected by law except when such characteristic is a bona fide occupational qualification.*

#### **CCAA Vision Statement**

To build thriving and self-sufficient communities by creating equal opportunities for all individuals and families.

#### **CCAA Mission Statement**

A Community in Action, Empowering People, Changing Lives, and Offering Hope to Achieve Self-Sufficiency.

**SUMMARY:** Assist and support the In-House General Contractor with all transactions and other activities within Cornerstone Community Action. Help to ensure compliance with regulations and Cornerstone Community Action Agency Policies and Procedures. Seasonal workers are hired for a limited period of time that should not exceed more than six months or 1,000 hours in one year and could be less depending upon the need of the employer. Seasonal employees are not eligible for CCAA benefits.

This position assists in the fulfillment of the agency's mission by creating an opportunity to empower people, change lives, and offer hope to achieve self-sufficiency for each individual and family we serve.

**ESSENTIAL DUTIES AND RESPONSIBILITIES.** The Seasonal Laborer will:

	Exceeds	Meets	Improvement Needed	N/A too soon to rate
1. Follow project instructions from General Contractor or Supervisors.				
2. Use construction and maintenance tools and equipment to complete daily task.				
3. Follow health and safety regulations while operating equipment.				
4. Ensure regulated and proper headgear, earplugs, gloves, safety glasses, and clothing are worn				

5.	Exceeds	Meets	Improvement Needed	N/A too soon to rate
Complete all assigned tasks in a timely and efficient manner				
6.				
Safely operate a variety of tools including pressure washers, jackhammers, drills, saws, grinders, etc.				
7.				
Observe all safety requirements and regulations at all times.				
8.				
Provide assistance to General Contractor and other outsource contractors as needed.				
9.				
Will minimize waste and maximize efficiency to reduce costs				
10.				
Have ability to establish good working relationships and work harmoniously with others, both as a team and independently.				
11.				
Adhere to funding source regulations and guidelines for all the programs provided				
12.				
Demonstrate a general knowledge of construction best practices				
13.				
Complete other duties as assigned by Director of Housing & CS Operations and/or Executive Director.				
14.				
Ensure construction equipment and tools are cleaned and stored properly.				
15.				
Clean and clear debris and hazardous materials.				

**General Responsibilities** The staff member will:

1. Appearance	Exceeds	Meets	Improvement Needed	N/A too soon to rate
Ensure personal appearance, personal hygiene, and dress are appropriate for the day's activities and comply with dress code.				
2. Reliability				
Ensure he/she can be counted on to carry out assigned responsibilities independently.				
3. Safety				
Safely and properly use, maintain and operate all equipment for carrying out duties.				
4. Punctuality				
Employee observes regularly scheduled work hours.				
5. Compliance				
Employee complies with Agency policies, procedures, and established regulations				

Performance Rating Categories: Consider the employee's performance in each category and designate the level of performance that most accurately describes his/her job performance.

E-Exceeds. Results clearly exceed position requirements on a regular basis. Performance is of high quality and is achieved on a consistent basis.

M-Meets Expectation. Competent & dependable performance level. Meets the performance standards and objectives of the job without constant follow-up/direction.

I-Improvement Needed. Employee does not meet performance objectives on a regular basis and has difficulty following through with tasks. Requires constant follow-up and/or supervision.  
N/A-Not Applicable or too soon to rate.

### **Qualification Requirement**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

### **Education and Experience**

Must be 18 years old or older. 1) High School Diploma, or equivalent educational experience; Vocational school or trade apprenticeships a plus.

### **Language Skills**

Must have ability to read and interpret documents such as Agency policies and procedures, program outlines and regulations, safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence.

Ability to speak effectively before groups of people, employees, or community organizations. Ability to provide training on regulations, policies, and procedures. Must be able to utilize the telephone to verbally communicate in an effective professional manner with the general public, agency clients, vendors and staff.

### **Reasoning Ability**

Must have ability to apply common sense understanding to carry out instructions furnished in written, oral, or diagram form. Must have ability to deal with problems involving several concrete variables in standardized situations.

### **Mathematical Skills**

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent and to draw and interpret bar graphs.

### **Other Skills and Abilities**

Ability to operate a personal computer, e-mail, and word processing. Must operate fax machines, calculators, typewriters, copier, and other office machines. Ability to safely operate a variety of tools including pressure washers, jackhammers, drills, saws, grinders, and other construction tools.

### **Physical Demands**

The physical demands described here are representative of those that must be met by employees to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the job. While performing the duties of this job, the employee is required to use hands and fingers to gather information, write, fax, data entry, telephone, keep his/hers working office clean and orderly. Specific vision abilities required by this job include close vision, distant vision, peripheral vision, depth perception, and the ability to adjust focus. Specific hearing and speaking abilities required by this job include listening to and talking to the general public, agency clients, vendors, and staff. Sustained concentration and attention to detail and accuracy, along with ability to prioritize a complex workload. The employee must be able to physically stand, bend, squat and lift up to 40 pounds.

*\*This form reflects the general details considered necessary to describe the essential function of the job identified and shall not be considered as a detailed description of all the work requirements that may be inherent to the job.*

*Failure to comply with Personnel policies, job responsibilities, and functions, safety policies, can result in*

*disciplinary actions up to and including termination.*

*This is an "At Will" employment and nothing contained herein is intended to create any contractual rights between Employer and Employee. Employee may be terminated at any time with or without cause.*

**DISCLAIMER STATEMENT**

The above statements are intended to describe the general nature and level of work being performed by individuals assigned to this job. They are not intended to be an exhaustive list of all responsibilities, duties and skills required of personnel so classified.

**EMPLOYEE RECEIPT OF JOB DESCRIPTION**

This job description is not intended to be all inclusive. CCAA reserves the right to revise or change job duties. This job description does not constitute a written or implied contract of employment.

I have read and understand this job description. I certify that I am able to perform the requirements of this job description. I have a received a copy of this document.

\_\_\_\_\_  
Employee SIGNATURE

\_\_\_\_\_  
Date of Signature

\_\_\_\_\_  
Employee PRINTED NAME

This portion to be completed at time of performance evaluation

Accomplishments/Recognition since last review

Specific areas of needed improvement/action items

Recommendations for professional development (seminars, trainings, schooling, licenses, etc.)  
Head Start Employees must complete a professional development plan.

Supervisor/Manager Comments

Employee Comments

Supervisor SIGNATURE: \_\_\_\_\_ Date: \_\_\_\_\_