

LATHER: JOB DESCRIPTION

PACIFIC WEST LATH & PLASTER, INC.

JOB DESCRIPTION, REQUIREMENTS AND DISCIPLINARY / VIOLATION
PROCEDURES

UPDATED 2.6.2018



DOCUMENTS SAVED AT BUSINESS OFFICE, ONLINE AND IN EMPLOYEE HANDBOOKS.

*All Trades are considered Safety Sensitive and must comply with the associated requirements.

DESCRIPTION:

Lathers build structural framework for plaster and other materials. Lathers rely on training, an eye for architecture and years of experience to deliver projects that meet demanding specifications. Lathers use everything from wire, screws, nails, clips, staples, metal studs, metal lath, paper, waterproofing material, drywall materials and more.

REQUIREMENTS:

Be a current, good standing member of a Carpenter's Union
Union Dues must be current
Proven Experience as a Lather / Lather Apprentice
Proof of Scaffold Competent Training by an OSHA recognized accreditation
Physical Strength to Unload and Carry Materials at Construction Sites
Prepare and apply lath material
Clean Up Site from Lath Debris and Discard Properly
Must show up on time for work daily
Excellent balance and hand-eye coordination
Able to work in a team
Knowledge of construction principles and methods
Personal Protective Equipment properly used including (but not limited to:)
-Long Pants Required Daily
-Steel Toe Boots Required Daily - with Laces Tied
-Toolbelt Required Daily
-Hard Hat Required Daily
-Safety Vest
-Protective Eyewear
-Gloves

TERM:

Performance Reviews based on Requirements will be performed annually.

LEAVE:

Vacation and Paid Time off complies directly with union affiliation. There is No additional paid time off exception.

DISCIPLINARY ACTION:

Disciplinary Action will be taken when employee is in violation of the following:
Tardiness - 2 verbal then written violation. 3 written violations will result in termination of employment.
Absenteeism - you are responsible for notifying your foreman/supervisor at minimum 1hour before start of work. Failure to do so will result in a written violation. 3 written violations may result in termination of employment.
Insubordination - written violation required. 3 written violations may result in termination of employment.
Quality of Work - 2 verbal then written violation. 3 written violations may result in termination of employment.
Safety - written violation required. 3 written violations will result in termination of employment.
Drug / Alcohol / Marijuana - if you fail a pre-employment, post-accident, reasonable suspicion drug / alcohol / marijuana test, Pacific West will abide by the strictest rules set forth in your specific union collective bargaining agreement.
Carelessness - written violation required. 3 written violations may result in termination of employment.