



Mill / Pave Laborer

POSITION SUMMARY:

We are seeking hardworking and reliable Mill & Pave Laborers to support asphalt milling and paving operations. This role is essential to the success of our roadway and commercial paving projects and requires teamwork, attention to safety, and a strong work ethic.

ESSENTIAL JOB FUNCTIONS:

- Assist milling and paving crews with daily operations on job sites
- Rake, shovel, and lute asphalt to achieve proper grade and finish
- Clean and prepare surfaces prior to paving
- Direct traffic and support safe work zones when required
- Work around heavy equipment including pavers, rollers, skid steers, and milling machines
- Maintain job site cleanliness and organization
- Follow all safety procedures and company policies
- Perform additional labor duties as assigned by the foreman

SKILLS, KNOWLEDGE, QUALIFICATIONS & EXPERIENCE:

- Previous asphalt, paving, or construction experience preferred (but not required)
- Ability to work outdoors in varying weather conditions
- Ability to lift 50+ lbs and perform physically demanding work
- Strong work ethic and ability to follow direction
- Team-oriented with a positive attitude
- Willingness to work early mornings, overtime, and weekends as needed

EMPLOYEE BENEFITS:

- Comprehensive Medical, Dental & Vision
- Life Insurance
- Paid Time Off
- Paid Holidays
- Voluntary Long- and Short-Term Disability
- Voluntary Supplemental Life
- 401K with Discretionary Employer Match
- Aflac Supplemental Plans
- Flexible Spending Accounts
- Employee Assistance Program
- Discounts on Auto & Homeowner's Insurance through New Jersey Manufacturers

All positions within The Earle Companies have potential for advancement through our fully structured Career Development Program. We place a very strong emphasis on identifying High Profile Employees to help them advance up their career ladders. Those who possess the drive to succeed will be given the necessary tools for education and advancement.

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