



Laborer

Department:	Rush Commercial
Reports To:	Superintendent
FLSA Classification:	Non-exempt
Updated:	03/11/2026

The Rush Companies is a fully integrated real estate organization delivering development, construction, and property management services throughout the Puget Sound region. Since 1987, we've built a reputation for dependability, teamwork, and excellence by uniting every phase of the project lifecycle under one collaborative team. We're guided by core values of commitment, resourcefulness, integrity, and well-being — principles that shape how we work and how we support one another. Our culture emphasizes growth, empowerment, and meaningful contributions, whether you're in the field, the office, or supporting our communities.

At Rush, we're not just building spaces—we're building relationships, strengthening communities, and creating long-lasting value for the people and projects that shape our region. If you're passionate about making an impact and growing with a team that values purpose and partnership, we'd love to connect.

Job Summary

The Laborer is responsible for providing daily site construction support. We are a regional construction company specializing in commercial, medical, and multi-family construction.

Essential Duties & Responsibilities

- Experience operating basic hand and power tools
- Loads and unloads materials and/or equipment
- Utilize light pick-up framing and carpentry aptitude
- Safeguard materials against loss and damage, and minimize waste
- Maintain a clean, safe, and secure job site
- Physical demands include, but not limited to: heavy lifting and walking/standing for long periods of time in a field environment
- Reliable transportation required
- Regular "on time" attendance
- Willing and able to follow directions
- Able to work Saturdays and possibly Sundays, when needed
- Ethical, honest, and accountable

Job Requirements

- **Education**

High school diploma or equivalent combination of education and experience

- **Experience**

Minimum of 1 year of general construction labor experience

- **Special Skills**

Requires basic carpentry knowledge including: reading tape measures accurately, an understanding of the types of lumber used on various projects, experience operating small tools (including rotor hammer, various saws, battery impact driver, drill, electric water pump, and gas water pump), knowledge of proper lifting protocol and able to wear personal protection equipment including eye protection, head protections, reflective outerwear, and proper footwear

- **Certifications and/or Licenses**

None

Physical Requirements

The physical demands of this job require transporting materials at various job sites, operating equipment/machinery, and performing construction-related tasks on an active construction site. Applicant must be able to lift 40 lbs.

Compensation and Benefits

Compensation:

- Hourly range (DOE): \$24 - \$31
- Annual bonus opportunity based on company and individual performance.

Benefits: Medical, Dental, Vision, Life Insurance, Dependent Care Insurance, HSA, FSA, Employee Assistance Program, Short Term Disability Insurance, 401 (k), 401 (k) Match. Other supplemental plans available upon request.

PTO: 68 hours of paid time off (combined vacation and sick leave) per year

Paid Holiday: 8 paid company holidays annually.

Pre-Employment Screening Notice:

This position is classified as *safety-sensitive*. As such, all candidates who receive a conditional offer of employment will be required to undergo a background check and a drug screening that includes testing for Cannabis.

Please note: For non-safety-sensitive roles, our drug screening process does not include Cannabis, in alignment with Washington State law.

For more information about The Rush Companies, please visit:

<http://www.therushcompanies.com/rushcareers>

Equal Opportunity & Drug-Free Employer

Disclaimer: This job description is only a summary of the typical functions of the job, not an exhaustive or comprehensive list of all possible job duties and responsibilities. The duties and responsibilities of the jobholder might differ from those outlined in this job description and that other duties, as assigned, might be part of the job.