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***Landbridge Ecological, Inc. is
an AA/EEO Employer***

Landscape Laborer

Union Field Position – LIUNA Local 563

Location: Twin Cities Metro & Upper Midwest

Pay Range: \$25.33-\$31.66/hour + Union Benefits

Join the First Union Ecological Restoration Company in the Industry

Landbridge Ecological is proud to be the first ecological restoration company in our field to become a signatory to the Laborers' International Union of North America (LIUNA) Local 563. We're building a team of dedicated professionals committed to restoring prairies, wetlands, savannas, and woodlands throughout Minnesota and beyond. Join a values-driven company at the forefront of ecological construction—with union wages, full benefits, and opportunities for advancement.

Job Summary

The Landscape Laborer (LL), classified as union Apprentice/Journeyworker, works as part of a team on a wide variety of ecological restoration and native plant installation projects. These projects typically include work on commercial and public spaces across a wide range of scale and scope. Work generally includes soil work, seeding, erosion control, and planting. LLs are expected to meet daily objectives regarding project goals, paces, and safely completing the work within a given time and budget. LLs are expected to drive the in-field work trucks on occasion. This position is physically demanding, requiring long, consecutive days performing repetitive tasks in various weather and topographic conditions. Projects are located in the Twin Cities and Upper Midwest.

The ideal candidate for this position is highly reliable, consistent, and capable of performing physically demanding tasks in outdoor environments. They should be comfortable working in varied seasonal weather conditions and demonstrate a strong work ethic, attention to detail, and the ability to work effectively both independently and as part of a team.

Starting wages vary based upon experience, but ranges from \$25.33-\$31.66/hr for on-job, union covered work. Non-covered work may be available at a negotiated rate to be determined. Union members enjoy a suite of union benefits including but not limited to vacation, health coverage, and pension.

General Expectations

- Ability to work safely in outdoor conditions and communicate hazards; jobsite conditions vary and host hazards such as uneven terrain, biting/stinging insects, thorns, etc.
- Wears all required PPE
- Valid Driver's License and pass MVR check
- Ability to lift up to 50 lbs. repeatedly throughout the day
- Ability to bend, twist, and stoop repeatedly throughout the day



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- Comfortable driving up to 1 ton trucks with trailers, and can pass a DOT physical
- Experience with, or ability to learn, equipment operation (tractors, skids, UTVs, etc)
- Communicates equipment and safety issues to supervisor
- Able to work in a team setting with 2 to 8 other employees
- Able to receive instruction and correction from supervisors

Job Specific Requirements

Project Execution (85%)

- Arrive on time, prepared, and ready to work
- Ensure the tasks that are assigned for the day are understood
- Ability to safely complete tasks at industry standard and imposed pace
- Accountable for ensuring that you and your team is communicating and working together to complete the assigned tasks and ensure the quality of the project aligns with Landbridge Ecological Core Values (Achievement, Grit, Growth, Unity, Accountability)

Tools & Equipment (10%)

- Responsible for ensuring trucks and tools are cleaned daily
- Ensure all tools and equipment are working and accounted for at the start and end of the workday
- Communicate equipment breakdowns to the necessary individuals (Crew Manager, Equipment Manager, Project Coordinator, etc.)
- Ensure trucks are kept clean (inside and outside) and maintain a professional appearance
- Responsible for any tools/PPE that are assigned to you at the start of your employment be returned in working order upon completion of your employment
- Take initiative on and off site to find work when undirected (shop cleaning, tool maintenance, truck cleaning, etc.)

Customer Service (5%)

- Responsible for communicating concerns of the Project Owner/Representative to the Foreman.
- Be a representative of Landbridge Ecological to the public, ensure that you present yourself in a manner befitting and representative of our Core Values.

Work Schedule & Travel

- Full-time, seasonal (April–November typical), with frequent winter work opportunities involving chainsaw and tree-related projects as available (non-covered). Preference given to candidates with chainsaw or cutting experience, or willing to learn.
- 40–50 hours/week; occasional weekend work required
- Work begins at Landbridge HQ in St. Paul or directly on job sites
- Travel and overnight stays required for regional projects (with per diem)