

F.H. STOLTZE LAND & LUMBER COMPANY

JOB DESCRIPTION/PHYSICAL DEMANDS SUMMARY

A. JOB TITLE: Electrical Millwright

B. JOB QUALIFICATIONS:

Must be 18 years or older, high school graduate or equivalent preferred. Safety performance and attendance are key requirements. Electrical Millwrights must be able to meet the physical requirements of the job including long periods of standing, bending, and lifting lumber, occasionally up to 50 lbs. and exposure to ambient temperatures and airborne particles (sawdust). Must have three (3) years' experience in repair and fabrication of equipment and machinery, as well as a general knowledge of lumber quality and production line efficiency. Two (2) years' experience in electrical repair and maintenance or completion of an approved electrical training program required. Preferred education includes welding certification, hydraulic schools, electrical schools and machine shop education, including good decision making, manual dexterity and situational awareness. Preference given to persons who have both electrical skills and millwright experience. Must be able to successfully complete and pass pre-employment drug screen and work steps physical.

C. JOB SUMMARY:

Under the supervision of the Maintenance Foreman and Sawmill Foreman, the Electrical Millwright uses skills to repair and maintain electrical equipment throughout the plant. The Electrical Millwright will also be involved in plant repairs, maintenance and projects. Works closely with Operators, Foremen, Filers, Millwrights, Oiler, Head Electrician and other employees.

D. ESSENTIAL JOB FUNCTIONS:

1. Assists the Head Electrician
2. Performs all required equipment maintenance
3. Performs minor and major equipment repair (including, but not limited to: changing motors, replacing bearings, repairing and replacing chains and sprockets, replacing chain raceways and plastic wear strips)
4. Builds structures using a combination of metal and woodworking tools
5. Repairs machine parts/builds new parts when necessary
6. Assists with clearing wood material plug-ups
7. Troubleshoots and repairs electrical and hydraulic problems
8. Makes necessary modifications to existing equipment-assists in designing new equipment
9. Inspects machinery for necessary preventative maintenance
10. Repairs all building, office and storage structures in the sawmill area
11. Acts as Electrical Crew Lead Person
12. Notifies the Head Electrician when parts or supplies need to be ordered
13. Maintains a clean work area.

E. INFREQUENT/MARGINAL JOB FUNCTIONS

1. Paints buildings and equipment
2. Power washes equipment and machines
3. Fills in on production when necessary
4. Serves as Backup Production Shift Foreman when necessary
5. Performs other duties as required

F. PERFORMANCE STANDARDS

1. Demonstrates the ability to communicate, cooperate and work effectively with supervisors and other employees
2. Works well under pressure
3. Demonstrates the ability to work effectively and safely independently or with other employees
4. Demonstrates the willingness to work overtime, including weekends and holidays
5. Demonstrates skills in problem solving
6. Demonstrates skills in making clean, timely and durable repairs to machinery
7. Demonstrates initiative in promoting preventative maintenance
8. Demonstrates the ability to learn and utilize knowledge of equipment used in sawing, conveying, air systems, hydraulic systems and electrical systems
9. Demonstrates good mechanical aptitude
10. Demonstrates the ability to weld in all positions with a variety of different rods
11. Demonstrates the ability to read and understand service manuals and blueprints
12. Demonstrates knowledge of and compliance with safe operating procedures, including lock-out/tag out
13. Demonstrates good performance, safety and attendance
14. Takes advantage of available training and educational opportunities
15. Able to perform all essential job functions

This job description is not an employment agreement or contract. Management has the exclusive right to alter this job description at any time without notice.

WORKPLACE WELLNESS

JOB ANALYSIS/PHYSICAL DEMANDS SUMMARY

EMPLOYEE: _____ EMPLOYER: F.H. STOLTZE LAND & LUMBER COMPANY

JOB TITLE: ELECTRICAL MILLWRIGHT

I. PHYSICAL DEMANDS

	Rarely (0 - 5%)	Occasionally (6 - 33%)	Frequently (34 - 66%)	Continuously (67 - 100%)
A. Sitting	<u>X</u>	_____	_____	_____
B. Standing	_____	<u>X</u>	<u>X</u>	_____
C. Walking	_____	<u>X</u>	<u>X</u>	_____
D. Driving	<u>X</u>	<u>X</u>	_____	_____
E. Lifting				
1. 0 - 10 lbs.	<u>X</u>	<u>X</u>	<u>X</u>	_____
Level	<u>Ranges ground to knee/waist/chest/shoulder/overhead</u>			
2. 11 - 20 lbs	<u>X</u>	<u>X</u>	_____	_____
Level	<u>Ranges ground to knee/waist/chest/shoulder/overhead</u>			
3. 21 - 35 lbs.	<u>X</u>	<u>X</u>	_____	_____
Level	<u>Ranges ground to knee/waist/chest/shoulder/overhead</u>			
4. 36 - 50 lbs.	<u>X</u>	_____	_____	_____
Level	<u>Ranges ground to knee/waist/chest/shoulder/overhead</u>			
5. 51 - 100 lbs.	<u>X</u>	_____	_____	_____
Level	<u>Ranges ground to knee/waist/chest/shoulder/overhead</u>			
6. Over 100 lbs.	<u>X</u>	_____	_____	_____
Level 150#	<u>Ranges ground to knee/waist/chest/shoulder/overhead</u>			
F. Carrying				
1. 0 - 10 lbs.	<u>X</u>	<u>X</u>	<u>X</u>	_____
Distance	<u>Up to 200 yards</u>			
2. 11 - 20 lbs	<u>X</u>	<u>X</u>	_____	_____
Distance	<u>Up to 200 yards</u>			
3. 21 - 35 lbs.	<u>X</u>	<u>X</u>	_____	_____
Distance	<u>Up to 200 yards</u>			
4. 36 - 50 lbs.	<u>X</u>	_____	_____	_____
Distance	<u>Up to 200 yards</u>			
5. 51 - 100 lbs.	<u>X</u>	_____	_____	_____
Distance	<u>Up to 200 yards</u>			
6. Over 100 lbs.	<u>X</u>	_____	_____	_____
Distance 150#	<u>Up to 20 feet unassisted</u>			
G. Push / Pull	<u>X</u>	<u>X (Up to 150# force)</u>	<u>X (Up to 15# force)</u>	_____
Activity / Object	<u>Levers, carts, wrenches</u>			
H. Stooping / Bending	<u>X</u>	<u>X</u>	_____	_____
I. Squatting	<u>X</u>	<u>X</u>	_____	_____
J. Kneeling	<u>X</u>	_____	_____	_____
K. Crawling	<u>X</u>	_____	_____	_____
L. Twisting	<u>X</u>	<u>X</u>	_____	_____

Electrical Millwright

Rarely
(0 - 5%)

Occasionally
(6 - 33%)

Frequently
(34 - 66%)

Continuously
(67 - 100%)

M. Climbing	<u>X-----X (Can be weighted up to 50#)</u>			
Activity	<u>Steps, stairs, on/off machinery, ladders (up to 30')</u>			
Balance		<u>X</u>		
O. Reaching				
1. Above Shoulder	<u>X-----X</u>			
2. At Shoulder	<u>X-----X</u>			
3. Below Shoulder			<u>X-----X</u>	
P. Hands				
1. Simple Grasp		<u>X</u>		
2. Firm Grasp		<u>X</u>		
3. Fine Manipulating		<u>X</u>		
Q. Head / Neck				
1. Static	<u>X</u>			
2. Flexion			<u>X</u>	
3. Rotation			<u>X</u>	
R. Feeling		<u>X</u>		
S. Talking		<u>X</u>		
T. Hearing		<u>X</u>		
U. Tasting/Smelling		<u>X</u>		
V. Vision				
1. Near Acuity		<u>X</u>		
2. Far Acuity		<u>X</u>		
3. Depth Perception		<u>X</u>		
4. Accommodation		<u>X</u>		
5. Color Vision		<u>X</u>		
6. Field of Vision		<u>X</u>		

II. EQUIPMENT Forklift, crane, boom truck, loader, miscellaneous equipment/parts

III. ENVIRONMENTAL CONDITIONS

- A. Inside 75 % Outside 25 %
- B. Temperature (Non-Weather Related): Normal X Extreme Cold ___ Extreme Heat X
- C. Humidity (Non-Weather Related): Normal X Wet ___ Dry ___
- D. Hazards: Mechanical X Electrical X Chemical X Burns X Cuts X Noise X Dust X Fumes X Heights X Moving Machinery X Vibration ___ Slippery Surfaces X Explosives ___
Other _____

E. Safety Equipment Required: Hard hat, earplugs, boots, gloves, welding protection, glasses, fall protection

IV. COMMENTS: _____

EQUIPMENT (ELECTRICAL MILLWRIGHT)

LIFT/CARRY

<u>ITEM</u>	<u>WEIGHT</u>	<u>LEVEL LIFTED</u>
Grease guns	5#	Ranges ground to knee/waist/chest/ shoulder/overhead
Welder	5#	Ranges ground to knee/waist/chest/ shoulder/overhead
Cutting torch	5#	Ranges ground to knee/waist/chest/ shoulder /overhead
Misc. hand tools	Under 10#	Ranges ground to knee/waist/chest/ shoulder/overhead
Oil cans	Up to 10#	Ranges ground to knee/waist/chest/ shoulder/overhead
Pry bars	10 - 15#	Ranges ground to knee/waist/chest/ shoulder/overhead
Impact wrench	13#	Ranges ground to knee/waist/chest/ shoulder/overhead
Hand grinder	17#	Ranges ground to knee/waist/chest/ shoulder/overhead
Come-a-long	20#	Ranges ground to knee/waist/chest/ shoulder/overhead
Oxygen/acetylene bottles	40#	Ground to waist
Misc. equip/parts	Up to 150#	Ranges ground to knee/waist/chest/ shoulder/overhead

(All equipment/parts over 150# are assisted or machine lifts.)

PUSH/PULL

<u>ITEM</u>	<u>FORCE REQUIRED</u>
Levers	10 - 15#
Acetylene cart	40 - 70#
Work cart	45 - 55#
Wrenches	Up to 150#