

WorkSTEPS®

Authorization for Job Specific Testing

Raleigh Concrete, LLC (“Company”) understands that a job analysis should be completed in order to quantify the physical demand requirements of the essential function tasks of the employment position, and to meet the requirements for the Americans with Disabilities Act (ADA). One of the outcomes of the job analysis is to establish job specific tests that replicate the essential functions for each position tested. The applicant’s performance of these tasks is assessed during the WorkSTEPS functional test and the results are utilized by the employer to assist with placement decisions for post-offer candidates and, if applicable, return to work decisions for existing employees.

Fortress Cement
For the Position of: Tanker Driver
PDC Level: Very Heavy

DYNAMIC LIFTING CRITERIA:	Floor to Knuckle:	30	lbs.
	Knuckle to Shoulder:	25	lbs.

The company representative hereby acknowledges the following as valid job specific tests:

Job Specific Task I

Task Simulated: Open truck hood

Equipment Used: Force gauge, 66inch height, 29inch step (optional)

Description of Task Simulation 1: Generate 135ft/lb of pull force at 66inches using both hands with the option to use a 29inch step to simulate opening the truck hood.

Job Specific Task II

Task simulated: Check belts during pre-trip inspection (ex: serpentine belt)

Equipment Used: 42inch barrier, 48inch distance

Description of Task Simulation 2: Reach forward 48inches over a 42inch barrier to simulate completing a tactile check of the belts.

Job Specific Task III

Task Simulated: Visual inspection of vehicle

Equipment Used: 24inch wide 42inch high barrier

Description of Task Simulation 3: Look around a 42inch high 24inch wide obstruction and identify an object at a height of 24inch placed on the back of the barrier to simulate visually inspecting vehicle.

Job Specific Task IV

Task Simulated: Walk on uneven terrain

Equipment Used: Uneven terrain, balance boards, gravel pit

Description of Task Simulation 4: Walk a total of 50ft on uneven terrain to simulate walking at the plant and unfinished jobsite.

Job Specific Task V

Task simulated: Ladder climb on back of tanker

Equipment Used: 19inch step, ladder

Description of Task Simulation 5: Step up onto one (1) 19inch step then ascend and descend six (6) ladder steps to simulate climbing up the back of the tanker.

Job Specific Task VI

Task Simulated: Replace hose back into tanker storage

Equipment Used: 30lb NIOSH box, push/pull sled, 50inch height, 25lb plate weight

Description of Task Simulation 6: Lift 30lb box from ground to waist level, then generate 40ft/lb of pull for 20ft, then lift 25lb plate from ground level up to a height of 50inch and hold for 10seconds to simulate dragging a 4inch hose from ground level into position to place into silo and tanker storage.

Job Specific Task VII

Task Simulated: Hatch lid clamp release

Equipment Used: Cable column, 24inch high surface for hand support

Description of Task Simulation 5: Generate 40ft/lb of upward pull force from the ground level up to 6inch six (6) times to simulate releasing clamps on hatch lid. Candidate may place opposite hand on a 24inch high surface to simulate safety rail.

The Company representative hereby acknowledges the following as valid physical requirements:

1. Employee lifts/carries 30 occasionally (less than 33% of the time or 1-100 times per day).
(maximum pounds)
2. Employee's position requires pushing a maximum force of 60 ft/lbs.
3. Employee's position requires pulling a maximum force of 135 ft/lbs.

Company: Raleigh Concrete, LLC
 Address: 1938 S. Wilmington Street
Raleigh, NC 27603

Provider: Job Ready Services
 Address: 829 Purser Drive
Raleigh, NC 27603

The items listed in this Authorization for Job Specific Testing form may or may not be used, depending on availability, during the job specific simulation. Similar items or containers may be used but weights **must** remain the same.

Company Representative Signature

Date

Provider Representative Signature

Date

Company Representative (Print Legibly)

Provider Representative (Print Legibly)