

PHYSICAL DEMANDS

Job Title: Waste & Recycling Handler					Position #: 000757
Hours: 40 per week		Breaks: 1 x 30 min. 1 x 15 min.		Overtime: 2 – 30 hrs x/week, multiple weeks per year	
Equipment: Protective gloves, reflective vests, safety glasses, steel toed shoes, apron, forklift, pallet jacks, totes, dumpsters, dolly and hand tools.					
Special Requirements: Able to obtain Middlebury College drivers license and forklift certification. Able to help Landscaping with snow removal.					
Work Environment: 60% inside on concrete floors in a warehouse type environment and 40 % outside in seasonal conditions.					
TASK	R	O	F	C	DESCRIPTION
Lift (lbs)	75		10 to 40		*Up to 75 lbs (1 person) when removing discarded furniture, office equipment, drums and construction trash from college buildings. * 67 lbs to replace 30" gas cylinder on forklift from ground to 46" high. *Trash bags weighing 10 lbs - 40 lbs on a frequent basis. *Lift loose cardboard 62" into crusher on a constant basis up to 2-3 hours x/day and construction trash 74" into large dumpster.
Carry (lbs)	75		10 to 40		*Up to 75 lbs (1 person) for 10 feet when collecting discarded equipment and trash. Carrying items up/down stairs and in winter conditions. *Carry 10-40 lb bags of trash frequently.
Push (lbs)	50		40		*Up to 50 lbs to move full drums of liquid using pallet jack 10 ft. across concrete floor performed rarely . *Move compost bins (40 lbs) and trolley bins (35 lbs) for short distances up to frequently throughout day.
Pull (lbs)	50		40		* 50 lbs to move full drums of liquid using pallet jack 10 ft. across concrete floor (rarely). *Move compost bins (40 lbs) and trolley bins (35 lbs) short distances up to frequently throughout day.
Sit		X			*Required only for driving.
Stand/Walk				X	*Standing in one place can be up to 2-3 hours sorting, otherwise walking for short distances frequently. *An estimated 20% of walking is outside in seasonal conditions.
Bend/Squat			X		*To lift trash from ground level.
Crouch/Kneel	X				*To perform equipment maintenance and inspect some items.
Twist/Turn			X		When sorting trash and recycling as well as when loading or unloading vehicles.
Crawl					Not required.
Climb			X		*Frequently climbing in/out of vehicles (26" high step). *Up to 5 flights of stairs in campus buildings and a 4 step vertical ladder to operate "baler".
Reach				X	*When handling trash, recycling and equipment. Frequent reaching to lift trash into back of truck. Repetitive forward reaching up to 36" when sorting. *Reach overhead occasionally to lift items into dumpsters up to 74" above ground level . *Occasional throwing of bags of recycling 10 – 20 lbs up 8 to 10 ft high.
Handle				X	*Working mostly with two hands sometimes unsighted and often performing a separate task with each hand at same time. Wears two layers of glove due to cut risk from sharp objects.
Finger		X			*To retie trash bags, sort trash and operate powered equipment controls.
Balance		X			*Climbing stairs while carrying trash/recycling items in two hands, feet partially unsighted. *Walking one floor above the ground on see-through metal grating. *Reaching over rail to pull on rope. *Lift section of railing near edge of 2 nd floor. *Walking on concrete floor that may have spilled liquids and residue on surface for periods of day. Winter conditions on snow and ice.

Rare (R)	1 - 10%	1 – 5 min/hr	<1 hr/day
Occasional (O)	11 - 33%	6 - 20 min/hr	1 - 2 ½ hr/day
Frequent (F)	34 - 66%	21 - 40 min/hr	2 ½ - 5 ½ hr/day
Constant (C)	67 - 100%	41 - 60 min/hr	> 5 ½ hr/day

*Denotes Essential Function

Evaluator: Mark Coleman, OTR/L

Updated: 07/18/17