

PHYSICAL DEMANDS

| Job Title: Waste Management Worker / Custodian | | | | | 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. Mop, broom, brush, spray bottle, cart, ladder, auto scrubber, auto sweeper, auto shampooer. | | | | | |
| Special Requirements: Able to obtain Middlebury College drivers license and forklift certification. Able to help Landscaping with snow removal. | | | | | |
| Work Environment: 90% inside on concrete floors, grass, rubber, vinyl, wood & carpet in a warehouse type environment and 10 % outside in seasonal conditions. | | | | | |
| TASK | R | O | F | C | DESCRIPTION |
| Lift (lbs) | 75 | 65 | 10 to 40 | 17 | *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. * 65 lbs to lift corner of bed. *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. Lift 17 lb chairs from 18 to 81” high constantly for 1-2 hours on rare occasions. |
| 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.*Two-person carry of 80 lb 8 ft or 60 lb 6 ft banquet tables up/down stairs and ramps for sustained periods 2-4 times each yr |
| Push (lbs) | 60 | | 40 | | *Up to 60 lbs to push sofa’s, and tables across carpet for 2-3 ft. *Up to 50 lbs to move drums on pallet jack 10 ft. rarely . *Move compost bins (40 lbs) and trolley bins (35 lbs) short distances frequently.*Maneuver appliances sometimes from a deep squat position exerting up to 50 lbs of force. |
| Pull (lbs) | | 60 | 40 | | * 60 lbs to pull sofa’s, and tables across carpet (2-3 ft).* 50 lbs to move drums with pallet jack 10 ft. *Move compost bins (40 lbs) & trolley bins (35 lbs) short distances frequently. *Maneuver appliances from a deep squat position (50 lbs of force).* 20-25 lbs frequently to pull wet laundry from washer. |
| Sit | | X | | | *Required only for driving. |
| Stand/Walk | | | | X | *Standing in one place can be up to 2-3 hours, otherwise walking for short distances frequently.* walking mostly on level surfaces, occasionally outside in seasonal conditions, also and up/down stairs, and ladders (6-8ft). Steady walking pace expected. |
| Bend/Squat | | | X | | *To lift trash from ground level and perform other work tasks that are positioned below hip level. |
| Crouch/Kneel | | X | X | | *To perform equipment maintenance and inspect some items.*Several jobs require working with hands below hip level. At times, this can be on a frequent basis (i.e. lifting, pushing, pulling, cleaning). |
| Twist/Turn | | | X | | When sorting trash and recycling, loading or unloading vehicles.*To clean in small spaces, such as showers and toilets. To perform maintenance on equipment i.e. replace pads on scrubbers. |
| Crawl | X | | | | To roll up and out large mats. |
| Climb | | | X | | *Climbing on a rare - frequent basis up/down flights of stairs carrying large bags (23 lbs). *Climbing 6-8 ft ladders while working one or two handed with equipment; and climbing stairs while carrying tables. |
| Reach | | | | X | *Some work tasks require frequent overhead reaching. All jobs require frequent forward reaching. *Handling trash, recycling and equipment. Frequent reaching to lift trash into truck. Repetitive forward reaching up to 36” when sorting. Reaching up to 81” high to lift and stack chairs.*Reach to 74” high to lift items into dumpster. *Occasional throwing of recycling bags (10-20 lb) up to 10 ft high. |
| Handle | | | | X | * 20-40 lbs of bilateral grip force to operate floor cleaners for up to 1-2 hours. *Constant handling to grasp equipment. *Mild-moderate levels of hand vibration to use mechanical cleaners.*Working mostly with two hands, sometimes unsighted. Wear two layers of glove to protect against cuts. |
| Finger | | X | | | *To retie trash bags, sort trash and operate powered equipment controls.*Repetitive 2 finger trigger action to operate spray bottles (<5 lbs). *Also to clean small spaces. |
| Balance | | X | | | *Climbing stairs while carrying items in two hands, feet partially unsighted.*Reaching over rail to pull on rope. *Lift section of railing near edge of 2 nd floor. *Walking on concrete floor with spilled liquids. Winter conditions on snow and ice. *Climb 6-8 ft ladders. *Work from ladder using both hands. |

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|-----------------------|-----------|----------------|------------------|
| 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: 09/11/17