

Essential Functions of Construction Laborers & Equipment Operators

Construction jobs require vigorous physical activity in every craft. The construction environment may be hot, cold, wet, dry, dusty, windy, dirty or muddy. The terrain of the construction site may be rough and uneven. Construction equipment of all sizes from pickup trucks to heavy equipment etc. may be present on the job site at any time. Work may be done in equipment, on the ground, in trenches, in confined spaces, or at heights, depending on the project.

The essential functions and job duties of each craft vary, but all construction workers may be required to routinely perform a wide variety of tasks involving standing, walking, lifting, carrying, climbing, stooping, kneeling, etc.

Listed below are some of the essential functions that workers on a construction site may be required to perform:

- Climbing up and down ladders, machinery, and other objects.
- Maintain balance in all situations.
- Reach for hold handles and operator manipulated objects and materials.
- Push, pull and frequently carry objects as tools, materials and equipment weighing up to 60 pounds.
- Stoop, kneel, crouch and crawl.
- Stand and walk for long periods of time.
- Coordinate movement of eyes, hands, fingers, and feet.
- Work at different heights.
- See and hear well with or without correction. To avoid safety hazards to themselves and others.
- Distinguish colors.
- Utilize depth perception.
- Fuel, change oil, add fluids, and lubricate machinery.
- Do paper work associated with the job and time card.
- Operate Machinery.

Under the Vocational Rehabilitation Act of 1973 and the Americans with Disabilities Act, an individual who can perform essential functions with or without reasonable accommodations is qualified for the position. If an applicant feels that reasonable accommodations would enable them to perform the essential functions of the job for which they are applying, they are invited to discuss this with the individual conducting the interview. Applicants will not, however, be asked if they have any mental or physical impairments prior to the time they are offered a job.

I have read and I am aware of the above physical requirements that may be required of me at Adams Construction Co at any time during my employment.

Signature of Applicant

Date