



# Minimum Job Requirements and Essential Job Functions

Applicants seeking employment at Davis Construction, Inc. do not need previous experience in bridge/road construction or a college degree to apply. We are looking for hard working individuals who take pride in their work and have a strong work ethic. Students on break over the summer are also encouraged to apply.

## **At minimum, employees of Davis Construction, Inc. must be:**

- 18 years or older.
- A licensed driver with reliable transportation and a clean driving record.
- Available to work Monday through Saturday (Sundays if necessary).
- Pass a drug screen.
- Able to work inconstant shift lengths / hours, which are determined on a per-project basis.
- Able to work nights if required by the project.
- Prepared to comply with all safety regulations, whether it is company policy or required by law.
- Available to work in out-of-town locations (Employee responsible for lodging).
- Willing to work in adverse, non-life-threatening weather conditions.
- Willing to enroll in the Apprenticeship Program.
- Willing to enroll in the Michigan Department of Transportation's On-the-Job-Trainee Program (Davis Construction, Inc. -specific) if a qualified individual ("Woman" or "Minority," as defined by MDOT).
- Have the ability to communicate effectively and listen, comprehend and carry out instruction.
- Able to supply small hand tools (hammers, tape measures, pliers, etc.) and meet basic apparel requirements (work boots, proper fitting / protective clothing).

Construction jobs require vigorous physical activity in every craft with employees working on their feet for their entire shift. Shift lengths and days of work vary based on the project to which the employee is assigned. For example, a shift may be from 7:00 AM to 5:30 PM for a 10-hour day or 7:00 AM to 7:30 PM for a 12-hour day. The construction environment may be hot, cold, rainy, snowy, icy, 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:**

- Work at different heights. 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 80 pounds.
- Stoop, kneel, crouch, crawl, stand and walk for long periods of time.
- Coordinate movement of eyes, hands, fingers, and feet.
- See and hear well with or without correction to avoid safety hazards to themselves and others.
- Distinguish colors and utilize depth perception.
- Fuel, change oil, add fluids, and lubricate machinery.
- Operate various types of equipment and 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. Employees will be given reasonable accommodation to the physical and mental requirements of the job, as required by law. Employees needing accommodation must request one in writing within 180 days of knowing one is needed.