

Title:	Welder/Fabricator I	Reports To:	Foreman/Coordinator
Department:	Various	Exemption:	Non-exempt
Date:	12-29-14	Shop:	Large

Primary Purpose: Weld various pieces of routine/basic equipment and machinery. Create and fabricate basic motor parts and equipment using blueprints.

Essential Functions:

- Welding/Fabrication – Performs under direction.
 - Perform basic and routine welding including Tig, Mig and ARC (stick) welding, and Plasma cutting.
 - Assist Welder/Fabricator II on various jobs/tasks.
 - With guidance, review and interpret blueprints and mechanical drawings, including weld requirement symbology, to complete welding job.
 - Fabricate parts and equipment via verbal and written directions including blueprints.
 - Set stops or guides to specified length as indicated by scale, rule, or template.
 - Perform basic welding to SICS standards.
 - Observe machine operation to detect work piece defects or machine malfunction.
 - Assemble structural steel and sheet metal.
 - Measure work piece dimensions to determine accuracy of machine operation.
 - Remove burrs, sharp edges, rust, or scale from work piece.
 - Set up fabricating and machine shop machines.
 - Perform burning work including acetylene, propane, and plasma.
 - Record all data necessary to produce expected service and/or design results, including sizings and illustrations.
 - Use various hand-held and stationary power and non-power tools, including but not limited to cut off saws, band saws, shears, rolls, brakes, presses, forming machines, punch, belt sander, hand grinder, file, shears, breaks, form roller, and other machinery to complete welding job.
 - Lift, tighten, adjust, and/or secure heavy objects in order to perform work and observe safety precautions.
- Other
 - Observe all safety procedures and use proper safety equipment including eye, ear, and hand protection.
 - Maintain a clean, neat, and safe work environment at all times.
 - Operate and maintain equipment in a safe manner at all times.
 - Promote strong company image and maintain positive working relationships at all times including professional behavior with customers (very infrequent) and co-workers within department (daily basis).
 - Provide outstanding customer service at all times.
 - Perform work according to established company policies and procedures.
 - Perform other duties as requested.

Requirements:

- **Education:**
 - High school diploma or equivalent.
- **Experience:**
 - One year welding and/or fabrication experience.
- **Other:**
 - Ability to maintain knowledge of wire and filler materials applications in addition to gasses used on various metal applications.
 - Ability to perform basic math functions including addition, subtraction, multiplication, division.
 - Ability to read, write, and comprehend basic written and verbal instructions.
 - Ability to understand, perform, and retain various job related training, operational, and safety procedures.
 - Ability to exercise initiative, judgment, and decision making related to routine duties within set company standards.
 - Ability to operate overhead cranes, fork lift trucks, press machine and other equipment.
 - Although seldom, ability to work in confined spaces.

Values Statement: Cares for people; shows humility; acts with absolute integrity and trustworthiness; never gives up; continually grows; and demonstrates excellence.

SAFETY SENSITIVE POSITION

PHYSICAL DEMANDS

N/A: Not Applicable

S: Seldom (1-10% of the time)

O: Occasional (10%-30% of the time)

F: Frequent (30%-70% of time)

C: Constant (Over 70% of the time)

WNL: Within Normal Limits

Our Industry requires the performance hazardous activities. The duties of this job require the performance of safety sensitive activities affecting the health and well-being of others. Performing the core functions and duties of this job impaired physically or chemically increases the chance of accidents and injury. Employee health and safety is necessary for the efficient operation of our business and our customer's businesses.

Electromagnetic Interference (EMI) and Radio Frequency (RF) Warning

Electromagnetic interference (EMI) and radio frequency (RF) fields are generated from job tasks associated with this position. These fields have been known to affect medical implants/devices such as heart devices (pacemaker, ICDs/CRT, defibrillators), insulin pumps and/or cochlear implants.

Interference with heart devices can result in asynchronous pacing (pacing independent of underlying cardiac activity), inhibition of pacing (pacing therapy not provided when needed), ventricular pacing at maximum tracking rate, inhibition of tachyarrhythmia therapy (shock therapy not provided when needed), inappropriate shocks (shock therapy provided when not needed), and/or deactivation of tachyarrhythmia therapy.

Activity	Frequency	Comments
Sitting	O	
Standing	C	
Walking	C	
Walking on Uneven Terrain	O	
Stair Climbing	S	
Driving	S	
Keyboarding (typing/data entry)	S	
Repetitive Motion	F	
Handling/Grasping	F	
Fingering	F	
Bending/Stooping	F	
Squatting	O	
Twisting	S	Pivoting is the preferred method
Crawling	O	
Reaching	F	Heights: Arms length, overhead, WNL
Overhead Work	O	Heights: See reaching
Kneeling	F	
Balancing	F	
Climbing	O	
Crouching	F	
Hearing	WNL	Customers, supervisors, co-workers
Talking	WNL	Customers, supervisors, co-workers, groups
Vision 20/40 or Better	WNL	
Vision Color discrimination	WNL	
Vision Depth Perception	WNL	
Vision Full Field	WNL	

Lifting/Carrying	Weight	Height/Distance	Frequency	Comments
Lifting	10 lbs. or less	Floor to waist	C	Supplies and equipment; Job tasks
	10 lbs. or less	Floor to overhead	S	Supplies and equipment; Job tasks
	11 to 25 lbs.	Floor to waist	F	Measuring of parts, manipulation of parts, tools
	26 to 50 lbs.	Floor to waist	F	Measuring of parts, manipulation of parts, tools
	51 to 75 lbs.		O	Measuring of parts, manipulation of parts, tools
	76 to 100 lbs.		S	With assistance
	Over 100 lbs.		S	With assistance
Carrying	10 lbs. or less	1000' +/-	C	Supplies and equipment, tools
	11 to 25 lbs.	100' +/-	F	Supplies and equipment, tools
	26 to 50 lbs.	25' +/-	O	Supplies and equipment, tools
	51 to 75 lbs.		O	Supplies and equipment, tools
	76 to 100 lbs.		S	With assistance
	Over 100 lbs.		S	With assistance

ENVIRONMENTAL CONDITIONS

Condition	Frequency	Condition	Frequency
Inside	C	Outside	O
Temperature Extremes	O	Fumes/Dust/Mists/Gases	F
Odors	F	Altitude	S
Cold	S	Heat	F
Noise	F	Vibration	F
Confined Space	O	Slippery Surfaces	O
Wet	S	Weather	S

REQUIRED PERSONAL PROTECTION EQUIPMENT

	Comments
Clothing (Type)	Uniform consistent with shop attire
Safety Glasses	Required when in shops and per policy
Goggles	Per job task
Earplugs	Required when noise hazard present over 85 dB
Ear Muffs	Required when noise hazard present over 85 dB
Gloves	Per job task
Steel-Toe Boots/Shoe	Required
Respirator (Type)	½ face negative pressure and per job task
Other	Per job task

EQUIPMENT OPERATION

Mobile Equipment	Frequency	Tools	Frequency
Fork Truck	F	Power Tools	F
Pallet Truck	F	Air Tools	F
Aerial/Scissors Lift	S	Hand Tools	F
Pick Up Truck	S	Other: Standard Office Equipment	O
DOT Regulated Truck	N/A	(copier, shredder, etc.)	
Hoists	F	Other: Electrical Test Equipment	O

Physical Demands Reviewed By: Ken Yeager & Robert Schmitt

Date: 01/13/12