

COMPANY

Tribute Communities
1815 Ironstone Manor, Unit 1
Pickering, Ontario L1W 3W9
905-839-3500

CLASSIFICATION

Construction, House, and High-Rise Builders

JOB LOCATIONS

Various job sites located throughout Ontario

ESSENTIAL PHYSICAL REQUIREMENTS

- Standing
- Walking
- Pushing
- Gripping
- Carrying
- Handling
- Fingering
- Sitting
- Pinching
- Pulling
- Lifting
- Reaching - Forward
- Weight-Bearing
- Reaching - Overhead
- Kneeling
- Crouching

ESSENTIAL TASKS/DUTIES

A) OCCUPATIONAL HEALTH AND SAFETY TRAINING AND EDUCATION

1. Read and review latest Safety Data Sheets (SDSs).
2. Review Tribute Communities' Safety Policy.
3. Attend and participate in biweekly safety talks with Supervisor or Site Foreman.
4. Attend Health and Safety training at LiUNA Local 183 Training Centre or similar safety training organization.

B) CONSTRUCTION MATERIAL AND SUPPLY

1. Regularly sort and organize construction material and supplies on job site.
2. Take daily inventory of all material and supplies.
3. Read supply requests and prepare job order(s) by picking and collecting material and supplies from inventory supply.
4. Remove scrap construction material and supplies from job site.

C) GENERAL LABOUR REPAIRS

1. Perform minor repairs in occupied homes using small hand tools and light construction material (i.e. paint, drywall spackle, etc.).
 2. Perform repairs to H.V.A.C. ductwork, floors, tile, wallboard, building insulation installation, and mortar work where required.
 3. Caulk doors and windows where required.
 4. Perform paint repairs and touch-up work.
 5. Take daily inventory of all material and supplies.
 6. Read supply requests and prepare job order(s) by picking and collecting material and supplies from inventory supply.
 7. Remove scrap construction material and supplies from job site.
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D) POST TRADE CLEAN-UP

1. Clean scraps of carpet, plumbing material, trim carpentry material, etc., following the completion of trades work.
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E) PRE-DELIVERY INSPECTIONS

1. Perform pre-delivery inspections (P.D.I.) of completed buildings prior to occupancy.
 2. Ensure on-site safety and deficiencies checklist is complete.
 3. Document all findings in a company P.D.I. report.
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PHYSICAL DEMANDS ANALYSIS

HANDYMAN

PHYSICAL / COGNITIVE / ENVIRONMENTAL DEMANDS	NOT REQUIRED	OCCASIONAL [0-33%]	FREQUENT [34-66%]	CONSTANT [67-100%]	COMMENTS
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STRENGTH

Carrying: Unilateral	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Required to carry construction material (i.e. hand tools, debris). maximum carry weight = 25kg
Carrying: Bilateral	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Required to carry construction material (i.e. hand tools, debris). maximum carry weight = 25kg
Lifting	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Required to lift construction material (i.e. wood, hand tools). maximum lift weight = 25kg
Pushing	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Push force required when using hand tools. maximum push force = 15kg
Pulling	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Gripping	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Required to grip fasteners, hand tools, and to write with pen or pencil. maximum diameter of grip = 10cm diameter of handle = 1 cm
Pinch: key Pinch: tip Pinch: palmar	<input type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Required to use writing instruments, to complete paperwork, and to pinch fasteners.

MOBILITY/POSTURES

Weight Bearing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Required to complete all tasks. Minimum sustained time = 4 hours Total time during shift = 4-8 hours
Static Standing	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Walking	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Required to walk from point-to-point on construction site.
Crouching	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Kneeling	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sitting	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Handling	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Required to handle paper documents, small parts and supplies, paint brush, tools, and fasteners.
Fingering	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Required to use writing instruments, to complete paperwork, and to pinch fasteners.

PHYSICAL DEMANDS ANALYSIS

HANDYMAN

PHYSICAL / COGNITIVE / ENVIRONMENTAL DEMANDS	ESSENTIAL	NOT ESSENTIAL	COMMENTS
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RANGE OF MOTION
(Degrees of essential range of motion at each joint is variable depending on worker characteristics and work station dimensions)

Cervical	<input checked="" type="checkbox"/>		Full range-of-motion required for all tasks.
Lumbar	<input checked="" type="checkbox"/>		Full range-of-motion required for all tasks.
Shoulder	<input checked="" type="checkbox"/>		Full range-of-motion required for all tasks.
Elbow	<input checked="" type="checkbox"/>		Full range-of-motion required for all tasks.
Wrist	<input checked="" type="checkbox"/>		Full range-of-motion required for all tasks.
Hip	<input checked="" type="checkbox"/>		Required for all walking, sitting and standing tasks.
Knee	<input checked="" type="checkbox"/>		Required for all walking, sitting and standing tasks.
Ankle	<input checked="" type="checkbox"/>		Full range-of-motion required for all tasks.

SENSORY / PERCEPTION / COGNITION

Vision	<input checked="" type="checkbox"/>		Required for all tasks.
Feeling	<input checked="" type="checkbox"/>		Required for all tasks.
Hearing	<input checked="" type="checkbox"/>		Required to effectively communicate with co-workers and supervisor. Required to ensure safety around hazardous equipment.
Speech	<input checked="" type="checkbox"/>		Required to effectively communicate with co-workers and supervisor.
Reading	<input checked="" type="checkbox"/>		Required to document PDI reports.
Writing	<input checked="" type="checkbox"/>		Required to document PDI reports.
Concentration	<input checked="" type="checkbox"/>		Required for all work processes.
Memory	<input checked="" type="checkbox"/>		Required for all work processes.

PHYSICAL DEMANDS ANALYSIS

HANDYMAN

WORK ENVIRONMENT

Inside Work	<input checked="" type="checkbox"/>		Some work duties performed indoors in buildings under construction.
Outside Work		<input checked="" type="checkbox"/>	Occasional seasonal temperature changes experienced.
Extreme Temperature		<input checked="" type="checkbox"/>	Occasionally exposed to extreme cold and heat from ambient temperatures.
Noise		<input checked="" type="checkbox"/>	
Dust/Vapour/Fumes	<input checked="" type="checkbox"/>		Occasional dusty work conditions.
Slippery Surfaces		<input checked="" type="checkbox"/>	Occasional wet, slippery and muddy conditions.
Hazardous Machines		<input checked="" type="checkbox"/>	
Sharp Tools		<input checked="" type="checkbox"/>	

PERSONAL PROTECTIVE EQUIPMENT

Head Protection	<input checked="" type="checkbox"/>		Mandatory on all job sites.
Foot Protection	<input checked="" type="checkbox"/>		Mandatory on all job sites.
Eye Protection	<input checked="" type="checkbox"/>		Recommended. Safety equipment provided by company.
Hearing Protection		<input checked="" type="checkbox"/>	Recommended. Safety equipment provided by company.
Hand Protection	<input checked="" type="checkbox"/>		Protection strongly recommended for most tasks on job site.
Respiratory Protection		<input checked="" type="checkbox"/>	Recommended. Safety equipment provided by company.

NOTE: This Physical Demands Analysis approximates the maximal demands that would be required if the job duties were performed over an (8) eight-hour work period.

The purpose of this analysis was to obtain information pertaining to the occupation and physical demands of a Handyman as assessed at Tribute Communities. All information regarding the essential tasks and duties of a Handyman were obtained by observation of the work area, observation of the worker performing the job of a Handyman, and discussions with workers and their supervisors.



Senior Management