

Functional Job Description: Packer-Nonconvey

Company:	Bluestem Brands, Inc.		
Job Title:	Packer-Nonconvey		
Date:	8-13-12		
Dept/Facility:	West DC, St. Cloud, MN		
Product Section:	Outbound		
Electronic Doc. #	JFD Packer Nonconvey 8-2012 DRAFT		

Work Hours	Overtime:	Voluntary and/or mandatory per production requirements.	Breaks:	10 minutes every two hours, one 30 minute lunch break.
	Shift:		Days of week:	Time:
	First		Monday-Friday	7:00 AM to 3:30 PM
	Second		Monday-Friday	4:00 PM to 12:30 AM

Job Rotation	Yes
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Job Training or Credentials Required at Hire	Education/ training:	None required; high school diploma or GED preferred.
	Knowledge/ cognitive skills:	Basic math, reading, writing and oral communication skills preferred. Ability to organize work tasks and work independently or as part of a team.

Machines, Tools and/or Equipment Used	Hand held scanner, hand taper, PC, pens, markers, knife, scissors, staple puller, telephone, pallet jack, hydraulic lift table, transpositioner, Pivot Pro Vacuum Lift
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Job Purpose/ Objectives	Making use of the Pivot Pro Vacuum Lift works individually to process merchandise that cannot be conveyed on the sortation system for shipping. May work as team of two to handle merchandise if needed.
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Safety and Personal Protective Equipment Required *Available	<input type="checkbox"/> Hard Hat <input type="checkbox"/> Face Shield <input type="checkbox"/> Dust Mask	<input checked="" type="checkbox"/> Steel Toe Footwear <input type="checkbox"/> Protective Clothing <input type="checkbox"/> Safety Vest <input type="checkbox"/> Fall Protection Harness <input checked="" type="checkbox"/> Back Support*	<input type="checkbox"/> Safety Glasses <input type="checkbox"/> Safety Glasses/Side Shields <input type="checkbox"/> Safety Goggles <input checked="" type="checkbox"/> Hearing Protection* <input checked="" type="checkbox"/> Compensatory methods to mitigate heat	Gloves: <input type="checkbox"/> Leather <input checked="" type="checkbox"/> Rubberized/cloth* <input type="checkbox"/> Chemical
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Safety/ Equipment Training/ Certification Required	<input checked="" type="checkbox"/> Daily Meeting and Stretch Breaks (includes:) <ul style="list-style-type: none"> Safety Topics Safety Policies Questions & Answers Review Safety Committee Minutes 	Industrial Truck Training <input checked="" type="checkbox"/> EZ-Go <input type="checkbox"/> Walkie-Rider <input checked="" type="checkbox"/> Pallet Jack <input type="checkbox"/> Forklift (sit down) <input type="checkbox"/> Stand-up Reach Truck <input type="checkbox"/> Order Picker <input checked="" type="checkbox"/> Transpositioner <input checked="" type="checkbox"/> Pivot Pro Vacuum Lift	OSHA Training (Rules and Regulations) <input checked="" type="checkbox"/> New Hire Safety Orientation <input type="checkbox"/> Right to Know <input type="checkbox"/> Lockout/Tag Out <input checked="" type="checkbox"/> Regulated Materials Training (ORM-D) <input checked="" type="checkbox"/> Supervisor Safety Updates
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Functional Job Elements (Refer to video clip for complete details)			% of Shift
<p>1. Position cart/pallet at workstation</p> <ul style="list-style-type: none"> Mechanical work positioner is used for pallets. Cart is pulled/pushed distance of about 10 feet into workstation. Typical force to initiate cart movement is 50# with force up to 70# sometimes required. 	 <p>Packer Non-Convey</p>	 <p>Packer Non-Convey</p>	10
<p>2. Move merchandise to workbench</p> <ul style="list-style-type: none"> Typically Pivot Pro Vacuum Lift (about 85 to 90%) used to move merchandise from cart to workbench (height at 36"). May manually transport lighter weight merchandise. Two person team lift is possible if needed. Weight range: up to 150#, with average of about 60#. 		 <p>Packer Non-Convey</p>	20
<p>3. Process merchandise for shipping</p> <ul style="list-style-type: none"> Box is opened with knife for large enough slit to allow paper work to be slipped into the box. Slit opening is taped shut with a taper. 	 <p>Packer Non-Convey</p>	 <p>Packer Non-Convey</p>	49
<p>4. Push processed merchandise onto the conveyor for shipping</p> <ul style="list-style-type: none"> Box is moved onto the conveyor by manually pushing it or use of the Pivot Pro Vacuum Lift. Maybe performed by one or two persons based on weight/size of the box. 	 <p>Packer Non-Convey</p>	 <p>Packer Non-Convey</p>	20
<p>5. Retrieve merchandise from trailer</p> <ul style="list-style-type: none"> Sometimes merchandise needs to be retrieved from the shipping trailer for rework. Involves manually lifting merchandise from location in the trailer and carrying to the workstation 	 <p>Packer Non-Convey</p>	 <p>Packer Non-Convey</p>	1

Physical Factors

Manual Material Handling

(lbs)	Floor-Knuckle (0" to 30")					Knuckle-Chest (30" to 50')					Chest-Overhead (> 50")					Carry - Two Hands; Front					Carry - One Hand; Side					Push					Pull														
	N	R	O	F	C	N	R	O	F	C	N	R	O	F	C	N	R	O	F	C	N	R	O	F	C	N	R	O	F	C	N	R	O	F	C										
100																																													
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Exp	N	R	O	F	C	N	R	O	F	C	N	R	O	F	C	N	R	O	F	C	N	R	O	F	C	N	R	O	F	C	N	R	O	F	C	N	R	O	F	C	N	R	O	F	C

Postures/Movements

Exp	Sit	Stand	Walk	Bal	Stairs	Ladder	Foot contrl	Twist Waist	Bend Waist	Squat	Kneel	Crawl	Reach below 54"	Reach above 54"
C														
F														
O														
R														
N														

Head/Neck

Exp	Flex Static	Ext Static	Rot Static	Flex Dyn	Ext Dyn	Rot Dyn
C						
F						
O						
R						
N						

Hand Use

Exp	Simple Grasp	Firm Grasp	Fine Manip
C			
F			
O			
R			
N			

Sensory

Exp	See	Hear	Touch Feel	Taste	Smell
C					
F					
O					
R					
N					

Communication

Exp	Talk	Read	Write	Hand Signal
C				
F				
O				
R				
N				

Key

C - Continuous: 67 to 100% of shift

F - Frequent: 34 to 66% of shift

O - Occasional: 6 to 33% of shift

R - Rarely: up to 5% of shift

N - Never: 0% of shift

Abbreviations: Bal=Bal, Exp=Exposure, Contrl=Control, Flex=Flexion, Ext=Extension, Dyn=Dynamic, Manip=Manipulation

Environmental Factors	Exposure Level					Key/Comments											
	N	R	O	F	C												
Outdoor Work	Green					<table border="1"> <tr> <td rowspan="5">Key</td> <td>C - Continuous: 67 to 100% of shift</td> <td>Red</td> </tr> <tr> <td>F - Frequent: 34 to 66% of shift</td> <td>Orange</td> </tr> <tr> <td>O - Occasional: 6 to 33% of shift</td> <td>Yellow</td> </tr> <tr> <td>R - Rarely: up to 5% of shift</td> <td>Blue</td> </tr> <tr> <td>N - Never: 0% of shift</td> <td>Green</td> </tr> </table> <p>Comments: Indoor Work: Primary work area is a large indoor warehouse complex. Moving Objects: Be aware of and avoid moving objects including product and equipment. Heat: Based on external temperature, occasionally performs job tasks in hot indoor environment; warehouse complex is not air-conditioned. Large fans are used for ventilation.</p>	Key	C - Continuous: 67 to 100% of shift	Red	F - Frequent: 34 to 66% of shift	Orange	O - Occasional: 6 to 33% of shift	Yellow	R - Rarely: up to 5% of shift	Blue	N - Never: 0% of shift	Green
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Indoor Work	Red	Red	Red	Red	Red												
Heat	Yellow	Yellow	Yellow														
Cold	Green																
Wet/ Humid	Green																
Hearing Protection	Green																
Vibration	Green																
Fumes/Gases/Orders	Green																
Dust	Blue	Blue															
Moving Objects	Blue	Blue															
Electrical	Green																
Chemical	Green																
Protected Work Heights	Green																
Unprotected Work Heights	Green																
Flying Debris	Green																
Lighting (Inadequate/Excessive)	Green																

Position eligible to be considered for temporary modification in conjunction with a Return to Work transitional duty program agreement: Yes

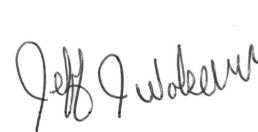
This Functional Job Description was completed through an on-site job analysis by a certified professional ergonomist/licensed physical therapist. It is for the purpose of identifying and quantifying the physical functional requirements of this job. The Functional Job Description should not be construed as a detailed description of all specific job duties and/or tools, equipment and materials that may be necessary or incidental to the performance of this job. Further consideration may be necessary when applying the standards to the injured population in the medical management process.




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This Functional Job Description has been reviewed by company representatives and is believed to be an accurate representation of most of the job content.



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 Manager - Occupational Safety and Health



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 Manager - Outbound Operations