

EMPLOYER'S STATEMENT OF JOB REQUIREMENTS AND ESSENTIAL JOB FUNCTIONS

PLANT: US Steel Corporation
Delray Connecting Railroad: Railroad Transportation

JOB TITLE: Conductor

JOB SUMMARY: The Conductor performs tasks necessary to coordinate activities of crewmembers involved in the operation of diesel-electric locomotives transporting raw materials, finished products, and empty railcars within the grounds of US Steel plants, between plants involved in the production of steel, to service various other customers, and to move railcars to and from interchange points with other railroads. The majority of work for this job would be rated at the MEDIUM DUTY physical demand level, while rarely, the unassisted movement of a poorly lubricated drawhead may require a lifting/pushing force of over 50 pounds, an activity which would be rated at the HEAVY DUTY physical demand level according to US Department of Labor guidelines.

ESSENTIAL JOB FUNCTIONS: (Other duties may be assigned)

- Reads orders and schedules received from the Yardmaster or Supervisor of Operations, and coordinates plans with the locomotive engineer and brakeman.
- Conducts a safe job briefing with crewmembers prior to all work activity.
- Operates track switches to reroute rail cars between rail lines as instructed.
- Inspects couplings and airhoses to ensure that they are properly connected.
- Apply air to line by moving the angle cock lever.
- Communicates with engineer regarding procedures required to couple/uncouple rail cars and during rail car switching movements.
- Communication via radio transmitter with the engineer, brakeman, and workers in the Yard Office regarding rail transportation work to be performed.
- Lift/Push drawhead into place to align for railcar coupling.
- Inspects handbrakes before movement to ensure that they are released before movement begins.
- Apply hand brakes on rail cars left unattended.
- Observes hand and radio signals in the yard in accordance with railroad rules and regulations.
- Rides in cab of locomotive or locomotive platform to watch for signals from other crewmembers, improperly lined switches, or for defects and obstructions on the track.
- Rides on the side of rail cars during shoving movements to protect movement against improperly lined switches, defects, and obstructions on the track.

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WORKING CONDITIONS: Up to 85% of the workday may be outdoors, with exposure to environmental temperature, snow, ice, rain, humidity, and wind conditions while performing rail operation activities. Approximately 15% of a Conductor's work is performed indoors in the Yard Office. The office includes a climate controlled lunch/break area used for lunch, breaks, job planning and record keeping.

MACHINES, TOOLS, AND EQUIPMENT: Radio communication equipment, track switches, uncoupling levers, air hoses, railcar handbrake equipment, and railcar drawheads. Safety Equipment used includes hard hat, safety glasses, gloves, reflective safety vest, pant straps, and metatarsal shoes.

WORK HOURS/SHIFTS: Forty (40) hours per week, 8 hours per day, all shifts. Periodic overtime as needed. Most jobs are assigned on a seniority basis, however, some jobs work on an "as needed" basis and can be called at anytime of day for a job assignment. Conductors working the "extra board" can work an 8 hour shift and then be called back out after a 10 hour rest period to work an additional 8 hour shift. Conductors work together with an engineer and brakeman to manage the safe movement of railcars.

GENERAL EDUCATION REQUIREMENTS: A written knowledge test is administered. Additional on-the-job training with an experienced conductor working on various assignments is provided.

SENSORY DEMANDS: Hearing is necessary to communicate effectively and receive information. Seeing is required to perform job duties. Both are necessary for safety reasons. Tactile discrimination is also necessary to ensure that manual brakes are turned tightly to prevent railcar movement.

**PHYSICAL ACTIVITIES REQUIRED
TO COMPLETE FUNCTIONS OF THE JOB**

Occasional=1-33% of workday, Frequent=34-66% of workday, Constant=67-100% of workday

STANDING: Conductors stand frequently, interspersed with walking and climbing, while performing work activities. Conductors will at times stand on the corner/side of a rail car during rail car movements, standing with two feet on a ladder rung, holding onto a handhold or ladder rung with one or both hands.

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WALKING: Conductors walk frequently, interspersed with standing and climbing, while moving between work tasks. The walking is performed on a variety of surfaces including gravel, concrete, and metal grating, with uneven surfaces frequently encountered. Also, conductors must frequently step over and around rails, ties and debris.

SITTING: Sitting may be performed occasionally, during train movements when in a locomotive cab or caboosc, while job planning, record keeping, and during lunch/breaks.

BENDING/STOOPING: Bending is performed occasionally interspersed with standing, while aligning the drawheads, performing freight car inspections, operating switches, connecting air hoses, and applying/releasing handbrakes.

LIFTING/CARRYING: A radio transmitter weighing approximately 1 pound is carried while performing work duties. Also, during evening and overnight shifts, a lantern weighing 1.5 pounds is carried for inspections and signaling. A brake stick is carried approximately 50 - 100 feet to install hand brakes with a brake stick weighing approximately 7 pounds.

TWISTING/ROTATION: This movement may be performed frequently while performing work activities such as applying handbrakes, during freight car inspections, and looking in both directions along the tracks for signals or obstructions. The worker may twist at the neck, waist, forearms, and/or shoulders.

REACHING: This activity is performed frequently to perform coupling procedures, to open/close air supply angle cocks, installing hand brakes with a brake stick, and to climb the sides of railcars using handholds and side ladders. Reaching is performed above and below shoulder level, forward, and laterally while performing these activities.

PUSHING/PULLING: Moderate to heavy pushing/pulling force in excess of 50 pounds is performed occasionally to move the drawheads laterally to line up for railcar coupling. The amount of force varies depending on the size and degree of lubrication of the drawhead. Also, conductors must pull with one or both arms on hand rails while climbing 4-6 vertical ladder rungs to ascend the sides of railcars to apply handbrakes. Moderate force is required to turn manual hand brake wheels with the brake stick, and light force is required to throw track switches.

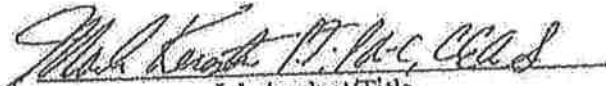
CLIMBING: This activity is performed frequently. There are seven steps up to the cab of the locomotive, with 4 steps to the deck and then 3 additional steps up to the cab. On a caboosc there are three steps up to the deck level. Six vertical steps must be climbed to set and release the handbrakes on railcars. In all instances there is a 2-3 foot vertical distance to get to the first step of the locomotive or car.

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CRAWLING/KNEELING: Crawling/Kneeling is not generally a required task for Conductors.

SIGNATURE PAGE

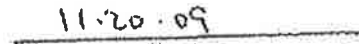
ANALYST: This job represents the requirements of this position based on personal observations and discussions with area supervisor and employees.


Job Analyst/Title


Date

EMPLOYER: I have read this Job Analysis and find it to be accurate, as it fairly represents the demands of the Delray Connecting Railroad: Conductor job.


Employer/Supervisor


Date

MEDICAL OPINION: (When applicable)

Employee/Patient Name: _____

Position Approved: _____ Position not Approved: _____

Modifications suggested/requested: _____

Physician's Signature: _____ Date: _____