

**UNION PACIFIC RAILROAD
CARMAN
JOB DESCRIPTION BRIEF**

JOB PURPOSE

The objectives of the job are to (1) conduct inspections of rolling stock (freight cars, flatcars, tank cars, etc.); (2) provide scheduled and on-demand maintenance for rolling stock; (3) repair rolling stock by fabricating and assembling structural components; (4) remove and replace defective appliances and components; (5) maximize car availability and minimize customer rejects through quality workmanship; and (6) assure safety for self and coworkers.

ESSENTIAL JOB FUNCTIONS

The statements in this section are essential job functions that an employee must be able to perform with or without reasonable accommodation in order to achieve the objectives of the job. In this regard, please note that the description is generic and represents a composite across likely position assignments. There may be position-specific differences related to geography, available technology, work force levels, incumbent seniority level, etc. which should be clarified in individual situations.

CONDUCT INSPECTIONS OF ROLLING STOCK. (freight cars, flatcars, tank cars, rock cars, multi-level cars, stack cars). Inspect rolling stock for defects or evidence of wear and for compliance with Union Pacific Railroad and Federal standards. Inspect lading for shifting loads, clearances, and compliance with rules. Inspect rolling stock damaged in derailments or collisions. Conduct pre-trip inspections (air brake tests, fuel, etc.). Identify and document defects, identify corrective process, research recoverability of defective part, prepare "shoe" bill, and record in writing or in computer and job briefing booklet details of the findings and completion of inspection and work order.

PERFORM SCHEDULED AND ON-DEMAND MAINTENANCE. Perform initial terminal air brake tests and other pre-trip maintenance. Clean and prepare surfaces for painting. Remove wheel sets and install new wheels.

REPAIR ROLLING STOCK STRUCTURAL COMPONENTS. Troubleshoot malfunctions and determine necessary repairs to be made per AAR and FRA standards. Weld, replace and adjust, hoses, trucks, brakes, handholds, cut lever, angle cocks, door roller replacements, and hinges. Fabricate, cut, and perform rough finish operations on metal and wood replacement parts. Fasten and assemble car parts by riveting, bolting, welding, and other methods.

REMOVE AND REPLACE DEFECTIVE APPLIANCES AND COMPONENTS. Remove and replace defective components on rolling stock (trucks, shoes, coupler assemblies, air brake systems).

WORK WITH SHOP MACHINES AND TOOLS. Use handheld and stationary computer to record observations and measurements of equipment wear. Safely and effectively operate the following: torches, non-power tools (pliers, wrenches, hammers, tape measure, calipers), power tools (drills, power saws, grinders, huck guns, and reamers); electric and gas welding equipment, pneumatic tools, dollies, jacks, lifts and ATV's, overhead hoists and cranes.

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PRACTICE SAFE WORK HABITS. Understand and follow Union Pacific Railroad and Federal safety and health rules, practices, and warm up to work procedures. Wear all prescribed safety apparel and personal protective equipment (PPE) to include Kevlar jacket and welding mask. Take appropriate action when conditions threaten safety and health of self or coworkers. Ensure equipment and worksites are in safe operating condition before starting work. Perform and participate in job briefings

ATTENDANCE. Attendance in compliance with the applicable attendance policy is an essential function of this position.

JOB REQUIREMENTS

The following skills and abilities are judged to be critical for performing the essential job functions in a safe and effective manner. Job candidates and employees may satisfy these requirements with or without reasonable accommodation.

READ AND UNDERSTAND JOB INFORMATION WRITTEN IN ENGLISH. Must be able to read, understand posted bulletins, regulations, rule books, blueprints, and schematics.

COMMUNICATE WITH COWORKERS. Must be able to provide advisory/alert information, coordinate work, and describe nature of technical defects to coworkers and supervisors in writing, orally or through hand signals. Must be able to communicate in English in a clear concise manner. Often work in two employee teams.

WRITTEN COMMUNICATIONS. Must be able to accurately transcribe numbers, letters, or words onto forms and into the computer, such as supply requisitions and inspection reports.

NUMERICAL SKILLS. Must be able to compare numbers, e.g. inventory control and work order numbers, car identification numbers. Must be able to perform mathematical computations including fractions. Must be able to read and understand dial indicators and be able to measure lengths, widths, distance and weight.

TECHNICAL COMPETENCIES. Position requires basic keyboarding and computer literacy. Must be able to identify and use common shop tools, instruments, and machines described above and have basic welding skills. Must have mechanical comprehension sufficient to evaluate defective components and identify corrective actions. Must have knowledge of FRA and AAR rules governing condition of equipment. Some positions may require a driver's license and/or CDL

TEAMWORK. Must be able to work in a team environment which requires cooperating with others, offering help when needed, and maintaining positive working relationships with coworkers, supervisors and regulatory representatives.

VISION AND HEARING. Must be able to make quick visual inspections and comparison at near distances to determine if objects meet specifications. Must be able to detect and interpret visual color signals and displays (wayside and yard signals, equipment gauges, flashing lights) at near and far distances sometimes in low light, using depth perception and peripheral vision. Must be able to hear alarms, detect unusual sounds and smells and vibrations during inspections and tests (leaks in air systems). Must have depth perception sufficient to judge speed and distance of trains moving in service areas.

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PERFORM PHYSICAL ACTIVITIES. Must be able to exert physical strength sufficient to lift/carry and push/pull objects weighing between 25 lbs (frequently) and 50 lbs often with assistance (occasionally). May lift up to 86 lbs with assistance (rarely) using a cart to install knuckles. May pull, push and position equipment on floor (occasionally). May walk and stand (frequently). May bend, stoop, kneel, and crawl as required when making repairs (occasionally). Must be able to maintain balance while climbing on stairs or ladders to repair rolling stock (occasionally). Must be able to perform overhead work for short periods of time (occasionally). Must be able to remain standing or sitting for more than one-half of every work day with the opportunity periodically to change position for comfort.

WORK CONDITIONS

Employees must be willing and able to perform the essential functions, with or without reasonable accommodation, under the following work conditions:

WORK ENVIRONMENT. Work is frequently performed outdoors involving exposure to all weather conditions and temperature extremes. Walking on ballast, ground and shop surfaces is required. Must be able to step around objects and equipment on floor. Must be able to climb and work at elevations more than 18 feet above ground level (rarely). Position requires use of hearing protection.

JOB SCHEDULE ENVIRONMENT. Must be willing to work nonstandard hours, which may include variable shifts with overtime, weekends, or holidays.

SAFETY ENVIRONMENT. Functions performed on or around moving or rotating equipment; welding and cutting operations involve potential of fire and burns; potential exposure to fumes, solvents, paints, and dust.

LINE OF PROGRESSION. Job candidates may be hired directly at the journeyman Carman level or may progress to the journeyman level through Carman Apprentice or toolman position assignments. The apprenticeship requires 732 days (about 2 years) of supervised on-the-job training and experience.

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