



**JOB TITLE:** 8 Way Hand Tie  
**DEPARTMENT:** Spring Up  
**FLSA STATUS:** Non-Exempt: production based pay  
**LOCATION:** Plant 3  
**SCHEDULE:** Monday – Thursday 6:30 a.m. to 4:00 p.m.  
Friday 6:30 a.m. to 10:30 a.m.

Overtime may be required beyond the posted work schedule and may vary on a weekly basis

**Positions Supervised:** None

### **SUMMARY**

Positions and secures the foundation within the frame. Uses manual and powered tools to clip, tie and/or staple these components into place.

### **PRIMARY RESPONSIBILITIES**

- Tying springs together manually specific to the 8-way method
- Using manual and powered tools to secure components into place
- Keeping up with production flow and Lean Mfg order
- Keeping work station in order, stocked and maintain equipment

### **KNOWLEDGE SKILLS & ABILITIES**

- 3 years experience in 8 way hand tying/spring up required
- Lean Mfg knowledge a plus

### **MINIMUM REQUIREMENTS**

- Good communication skills
- Basic math skills
- Detailed and quality minded
- Ability to work full time

### **EFFORT**

- Lifting/handling/carrying materials/stock weighing up to 50lbs
- Long periods of standing/walking
- Constant use of arms & hands

## ESSENTIAL JOB FUNCTION CHECKLIST

Employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

	<b>AMOUNT OF TIME</b>			
<b>PHYSICAL ACTIVITIES:</b>	None	Under 1/3	1/3 to 2/3	Over 2/3
-Stand				X
-Walk				X
-Sit	X			
-Use hands & fingers, handle, or hold				X
-Reach with hands and arms				X
-Climb or balance	X			
-Stoop, kneel, crouch, or crawl	X			
-Talk		X		
-Hear		X		
<b>WORK ENVIRONMENT:</b>				
-Wet/humid conditions (non-weather)	X			
-Work near moving mechanical parts	X			
-Work in high, precarious places	X			
-Fumes or airborne particles	X			
-Toxic or caustic chemicals	X			
-Outdoor weather conditions	X			
-Extreme cold (non-weather)	X			
-Extreme heat (non-weather)	X			
-Work with electricity	X			
-Work with explosives	X			
-Vibration	X			
<b>LIFTING REQUIREMENTS:</b>				
-Up to 10 pounds			X	
-Up to 25 pounds			X	
-Up to 50 pounds	X			
-Up to 75 pounds	X			
-Up to 100 pounds	X			
-Over 100 pounds	X			

<b>AMOUNT OF TIME</b>				
<b>MENTAL FUNCTIONS:</b>	<b>None</b>	<b>Under 1/3</b>	<b>1/3 to 2/3</b>	<b>Over 2/3</b>
-Compare			X	
-Analyze	X			
-Communicate		X		
-Copy	X			
-Coordinate		X		
-Instruct	X			
-Compute	X			
-Synthesize	X			
-Evaluate	X	X		
-Interpersonal Skills		X		
-Compile		X		
<b>VISION DEMANDS:</b>	<b>Required</b>			
-Close vision (clear vision at 20 inches or less)	X			
-Distance vision (clear vision at 20 feet or more)	X			
-Color vision (ability to identify and distinguish colors)	X			
-Peripheral vision				
-Depth perception				
-Ability to focus using computer monitors, systems & equipment	X			
<b>NOISE LEVEL:</b>	<b>Required</b>			
-Very Quiet				
-Quiet				
-Moderate				
-Loud	X			
-Very Loud				