
Maintenance of Way Technician

Classification: Non-Exempt
Reports To: Maintenance of Way Supervisor
Updated: March 2020

JOB DESCRIPTION

Summary/Objective

To maintain and repair track structure (roadbed, switches, rail, ties, etc.) in a safe and effective manner; to assist in other areas and with other duties as assigned.

Essential Functions

Individuals working must meet all the essential functions physical demands, deviations are not available for these positions due to the physical requirements of the position and the safety sensitivity of the position.

1. Repair and maintain track and structure deviations in accordance with Federal Railroad Administration (FRA) and Company specifications, as directed.
2. Familiarity and compliance with FRA and General Code rules and regulations.
3. Safely and efficiently operate equipment such as grinders, drills and other track equipment and/or power machinery.
4. Be vigilant of track and structures issues, observing conditions which may impact personal or company safety and/or property.
5. Constant awareness of personal safety, and notification of supervisor of any potential safety hazards for corrective action. Maintain compliance with TCW's On-Track Safety program.
6. Professionally and respectfully communicate both in verbal and written communications in English.
7. Focus on TEAMWORK, COMMITMENT & WILLINGNESS in the aid of other departments as necessary.

Competencies

1. Ethical Practice (confidentiality).
2. Business Acumen.
3. Relationship Management.
4. Critical Evaluation.
5. Communication (professional written and verbal).

Supervisory Responsibility

This position has no supervisory responsibilities.

Work Environment

This position operates heavy equipment in the outdoor environments, subject to all weather seasons / elements. This role routinely uses heavy equipment.

Position Type/Expected Hours of Work

This is a full-time non-exempt position. Normal operating hours traditionally start at 0600 each day (Monday – Friday). On an as needed basis, due to emergency situations, weekend assistance may be needed.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

While performing the duties of this job, the employee is regularly required to use hands and fingers to handle, feel, or operate objects, tools or controls, and reach with hands and arms. The employee is frequently required to stand, talk and hear.

Additional physical demands are listed in the chart below.

Travel

During TCW's traditional work season, travel will be required for week-long stay outs. Who travels and when is depended on where the track work is being performed. Additional travel may be required for trainings and seminars.

Required Education and Experience

1. Must be 18 yrs old or older (due to safety sensitivity of work environment)
2. High School Diploma.
3. Possess a strong work ethic and high level of integrity.

Preferred Education and Experience

1. Prior railroad track experience and knowledge of the FRA Track Safety Rules, applicable Federal, State and Local laws throughout territory along with extensive knowledge of GCOR.

Additional Eligibility Qualifications

Employees working in a safety sensitive environment are subject to random pool drug testing. Maintenance of Way Technicians are employees who are required to drive a company vehicle for business on a regular basis and must meet our auto insurance requirements.

AAP/EEO Statement

Twin Cities & Western Railroad Company, is an Affirmative Action/Equal Employment Opportunity Employer. Minority/Female/Disabled/Veteran/Sexual Orientation/Gender Identity.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Signatures

Employee signature below constitutes employee's understanding of the requirements, essential functions and duties of the position.

Employee_____ Date_____

Company: Twin Cities & Western Railroad

Job Title: Maintenance of Way

Physical Demands Checklist

Never (N) = Not at all * Rarely (R) = 0-24 min per day or 0-5 reps per 8 hour day * Occasionally (O) = 25 min.-2.5 hrs/day or 6-100 reps per 8hr day * Frequently (F) = 2.51-5 hours/day or 100-300 reps per 8 hr day * Continuously (C) = 5.01 hrs and over or 301-500+ reps per 8 hr day

Task	N 0%	R 1-10%	O 11-33%	F 34-66%	C 67-100%	Essential	Comments
Sitting			X			Yes	
Standing				X		Yes	Freq. for only part of day
Walking: not more than 5 miles a day; 1 mile consecutively			X			Yes	Freq. for only part of day
Bending/Stooping/Kneeling/Crouching: Intermittent			X			Yes	500+ per day, lifting 10# each time
Twisting				X		Yes	
Crawling: Distance 10' below machinery / vehicles		X				No	
Shoveling				X		Yes	1 minute intervals
Climbing Stairs (6 runs)			X			Yes	
Climbing Ladder: 4 rungs			X			Yes	
Balancing					X	Yes	On uneven terrain
Reaching- Forward: arms length			X			Yes	
Reaching- Overhead: arms length				X		Yes	
Reaching Low Level: to floor / ground				X		Yes	
Push: 90# force at waist level			X			Yes	Throwing switches / derails
Pull: 52# force at ankle level, 100# force at waist level			X			Yes	Throwing switches / derails
Lift / Carry							
<10#				X		Yes	Floor to waist – Carry 20'
11-24 #				X		Yes	Floor to waist – Carry 20'
25-34 #				X		Yes	Floor to waist – Carry 20'
35-50 #				X – 40#		Yes	Waist level lift
51-74 #			X – 50#			Yes	Carry 2 pails at a time 10'
75-100 #			X – 50# each hand			Yes	80# knuckle floor to waist; carry 10'
>100 #	X					No	
Working on uneven terrain					X	Yes	

Task	N 0%	R 1-10%	O 11-33%	F 34-66%	C 67-100%	Essential	Comments
Environmental Exposure							
Working around moving machinery				X		Yes	Hydraulic Hoses
Working outside				X		Yes	
Exposure to heat /humidity				X		Yes	
Exposure to cold				X		Yes	
Using power equipment				X		Yes	
Slippery surfaces				X		Yes	
Noise					X	Yes	
Working at Heights: up to 15'			X			No	15'
Sensory Demands							
Hearing					X	Yes	FRA Audiogram Required
Speech				X		Yes	
Near Vision				X		Yes	Driver's license adequate
Far Vision				X		Yes	Driver's license adequate
Color Vision	X					No	
Glare			X			Yes	Driver's license adequate
Spatial Perception			X			Yes	Driver's license adequate
Inhalation Exposure				X		Yes	
Congested Area		X				No	
Hazardous Material			X			Yes	
Chemical Exposure			X			Yes	
Vibration				X		Yes	Machine Operators = Constant