



JOURNEYMAN CARPENTER EMPLOYEE AGREEMENT

Position Requirements:

- Minimum 5 years trade-related experience
- Maintain own transportation, and driver's license to drive company vehicles.
- have OSHA 10 or 30
- have own tools minimum including:
 - Impact drill
 - Sawzall
 - circular saw
 - framing nailer
 - Magnetic Screwgun tip/drill bits
 - grinder
 - 4' level
 - Bags and hand tools: catspaw, flat bar, hammer
 - Laser level
 - 100' extension cord
 - Planer
 - 35' Tape measure

DUTIES AND RESPONSIBILITIES:

1. Customer service:

Goal: Happy customers who can provide good job referrals that increase future work volume.

- a. Maintain a clean job by ensuring materials are stored properly and waste is removed promptly.
- b. Minimize impact of job on customer's property by being cognizant of walkways, entryways and landscaping.
- c. Maintaining a smoke-free job by utilizing smoking areas away from building site.
- d. Facilitating positive communication of customer needs with contractor.

2. Carpentry: Rough framing, installation of composite and wood decking and handrail, aluminum patio covers, footings, concrete, tie-steel, drywall, paint, roofing, gutters, siding, exterior trim, pavers.

Goal: Construct quality projects with an eye for detail and beauty.

- a. Maintain necessary tools to complete job.
- b. Inspect products for defects and alignment.
- c. Ensure substructure of decks are painted to reduce visibility and preserve wood.

3. Field Safety

Goal: Optimal employee, customer and bystander safety to avoid injuries and property damage.

- a. Manage facilities, assuring a clean and safe working environment.
- b. Evaluate practices, procedures and facilities to assess risk and adherence to Zion Builders Safety Plan.
- c. Recommend solutions to issues, improvement opportunities or new prevention measures.
- d. Inspect products and equipment for safety and proper functioning.

Skills:

1. Start-to-finish project management
2. self-motivator who can work with no supervision
3. material take-off and labor estimating
4. advanced carpentry skills
5. time management
6. ability to read building specifications and blueprints
7. Keep accurate time and mileage logs
8. Tracking job costs and receipts
9. Fleet management, auto maintenance and reporting.

Physical Requirements:

- Ability to stand for up to 8 hours per day with appropriate breaks
- Ability to lift up to 75 pounds
- Ability to work in and be prepared for all types of weather.

Personal Attributes:

Candidates must demonstrate the following personal attributes:

- be respectful, honest and trustworthy
- possess cultural awareness and sensitivity
- demonstrate sound work ethics
- Maintain a professional appearance and demeanor at all times. Dress code is casual, workman attire, work boots with lug soles. Offensive or vulgar language or art on clothing, tattoos or in music lyrics are barred from job sites.

Misc.:

- Be flexible. Working hours are to be determined per job depending on the needs of the customer.

Starting wage: Not less than \$ _____ per hour.

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- I agree that I am qualified and able to perform the duties of the job described above.
 - I understand that I may have my driving record reviewed at any time.
 - I understand that I may be drug tested at any time.
 - I have reviewed and understood all components the *Zion Builders Safety Plan* and *Employee Handbook*.
 - I agree to provide my own work jeans, work boots with lug soles and gloves.
 - I have received the following personal protective equipment:
 - hearing protection
 - Eye protection
 - _____
 - _____

Signed: _____ Printed: _____ Date: _____