



## Alaska Teamsters Local 959

# Contractor Fit for Duty



“What fits your busy schedule better, exercising one hour a day or being dead 24 hours a day?”

Prior to job placement with many Teamster Contractors, individuals must be able to pass a Functional Fit For Duty test. Test requirements may vary depending on each employer, however these examples are typical. These tests also include an aerobic step test (stepping up and down off a step block) as well as monitored blood pressure and pulse during activity and at rest. The Maximum Permissible Heart Rate take into account Gender and Age (see charts below).

If an individual is unable to meet these criteria the offer of employment will be terminated and the apprentice or member’s dispatch will be cancelled. Multiple Fit for Duty failures may disqualify a member from potential future dispatches or terminate an apprentice from their program.

**If this CAREER is for you, start NOW, get ACTIVE and get *Fit for Duty*!**

**Aerobic Capacity (3 minute Step Test)** The test is conducted at a metronome rate set at 96/min for 3 min. Tested at proper cadence and proper technique.

### **Heart Rate Monitor**

Individuals can not exceed 100 bpm PRE-TEST

Can not exceed max heart rate 1 minute POST TEST

Maximum permissible heart rate is calculated (220 bpm - Age) ie: Age 43, Gender Male = 177 bpm maximum

Ratings for MEN based on age (1 minute post-test)						
	18-25	26-35	36-45	46-55	56-65	65+
Excellent	50-76	51-76	49-76	56-82	60-77	59-81
Good	79-84	79-85	80-88	87-93	86-94	87-92
Above Average	88-93	88-94	92-88	95-101	97-100	94-102
Average	95-100	96-102	100-105	103-111	103-109	104-110
Below Average	102-107	104-110	108-113	113-119	111-117	114-118
Poor	111-119	114-121	116-124	121-126	119-128	121-126
Very Poor	124-157	126-161	130-163	131-159	131-154	130-151

Ratings for WOMEN based on age (1 minute post-test)						
	18-25	26-35	36-45	46-55	56-65	65+
Excellent	52-81	58-80	51-84	63-91	60-92	70-92
Good	85-93	85-92	89-96	95-101	97-103	96-101
Above Average	96-102	95-101	100-104	104-110	106-111	104-111
Average	104-110	104-110	107-112	113-118	113-118	116-121
Below Average	113-120	113-119	115-120	120-124	119-127	123-126
Poor	122-131	122-129	124-13	126-132	129-135	128-133
Very Poor	135-169	134-171	137-169	137-171	141-174	135-155

### **Blood Pressure Monitor**

Not to equal or exceed 160/100 mmHg PRE and POST Test

**Maximum Weight for Drivers Seat in Trucks is 325 lbs:** Driver and PPE cannot weigh more than 325lbs

# Examples of Employer Fit for Duty Test



## Teamster – Driver

Prior to job placement, employee must be able to demonstrate that he/she can safely:

- \_ lift at least **30 lbs** from floor to knuckle level x 2,
- \_ lift at least **30 lbs** from floor to waist level x 2,
- \_ lift at least **30 lbs** from floor to shoulder level x 2,
- \_ lift at least **30 lbs** from floor to crown level x 2,
- \_ carry at least **30 lbs** with two hands for a minimum distance of **80 feet**,
- \_ lift and pick up **30 lbs** one handed (using weights),
- \_ pull horizontally with a peak force of **100 lbs** with two hands,
- \_ sit in a chair and rotate (twist trunk, neck and head) to full available range to left and right at normal speed **x10** to each side (simulates turning to look behind truck),
- \_ climb up 6 steps and down 6 steps self paced but continuous (use one hand to hold onto railing at all times,
- \_ climb a vertical ladder **5 rungs – total of 2 repetitions** self paced but continuous,
- \_ kneel to stand (right knee then left knee): Kneel **30 sec**, stand erect, kneel **30 sec**. – **total of 2 repetitions**,
- \_ squat for **30** seconds, and stand erect—**total of 2 repetitions**, and
- \_ stoop (trunk flexed 30 degrees) **10 sec.** and stand erect—**total of 5 repetitions**

## Teamster – Valdez

Prior to job placement, employee must be able to demonstrate that he/she can safely:

- \_ lift at least **80 lbs** from floor to knuckle level x 2,
- \_ lift at least **50 lbs** from floor to waist level x 2,
- \_ lift at least **45 lbs** from floor to shoulder level x 2,
- \_ lift at least **18 lbs** from floor to crown level x 2,
- \_ carry at least **50 lbs** with two hands for a minimum distance of **10 feet**,
- \_ pull horizontally with a peak force of **60 lbs** with two hands,
- \_ push horizontally with a peak force of **60 lbs** with two hands,
- \_ climb a vertical ladder **10 rungs – total of 2 repetitions** self paced but continuous,
- \_ kneel to stand: Kneel **30 sec**, stand, kneel **30 sec**. – **total of 5 repetitions**, and
- \_ squat for **60** seconds.

## Teamster – Tireman / Fueller

Prior to job placement, employee must be able to demonstrate that he/she can safely:

- \_ lift at least **75 lbs** from floor to knuckle level x 2,
- \_ lift at least **50 lbs** from floor to waist level x 2,
- \_ lift at least **48 lbs** from floor to shoulder level x 2,
- \_ carry at least **50 lbs** with two hands for a distance of **10 feet**,
- \_ pull horizontally with a peak force of **110 lbs** with two hands,
- \_ push horizontally with a peak force of **110 lbs** with two hands
- \_ climb up 24 steps and down 24 steps self paced but continuous (e.g., **2 flights** of stairs - **12 steps** each flight)
- \_ climb a vertical ladder **10 rungs – total of 2 repetitions** self paced but continuous,
- \_ kneel to stand: (Kneel **30 sec**, stand, kneel **30 sec**.) – **total of 5 repetitions**, and
- \_ squat for **60** seconds

# Examples of Employer Fit for Duty Test



## **Teamster – TAPS Baseline & North Slope**

Prior to job placement, employee must be able to demonstrate that he/she can safely:

- \_ lift at least **65 lbs** from floor to knuckle level x 2,
- \_ lift at least **65 lbs** from floor to waist level x 2,
- \_ lift at least **40 lbs** from floor to shoulder level x 2,
- \_ lift at least **20 lbs** from floor to crown level x 2,
- \_ carry at least **65 lbs** with two hands for a minimum distance of **25 feet**,
- \_ pull horizontally with a peak force of **100 lbs** with two hands,
- \_ push horizontally with a peak force of **50 lbs** with two hands,
- \_ climb up 10 steps and down 10 steps self paced but continuous (e.g., **2 flights** of stairs – **10 steps** each flight),
- \_ climb a vertical ladder **10 rungs – total of 2 repetitions** self paced but continuous,
- \_ kneel to stand: Kneel **30 sec**, stand, kneel **30 sec**. – **total of 5 repetitions**,
- \_ squat for **60** seconds, and
- \_ crawl for a distance of **10 feet**.

## **Teamster – Surveyor**

Prior to job placement, employee must be able to demonstrate that he/she can safely:

- \_ Lift with 2 hands from floor to knuckles: **25 lbs x 2**
- \_ Lift with 2 hands from floor to waist: **25 lbs x 2**
- \_ Lift with 2 hands from floor to shoulder: **25 lbs x 2**
- \_ Carry with 2 hands at self-selected height: **25 lbs** for a distance of **100 feet** self-paced but continuous.
- \_ Stair Climb: Climb up and down **3 steps x 6 reps** (total of 18 steps) self-paced continuous.
- \_ Ladder climb Test: Climb up and down **6 rungs x 2 reps** (total of 12 rungs), self-paced continuous.
- \_ Stooping and Twisting: From standing, perform alternate toe touches **x 5** to each side, self-paced but continuous. Test recipient should reach toward his/her toes on opposite side as far as possible but actual touching of toes not required,
- \_ Kneeling: From standing, kneel on one knee, return to full standing and then kneel on opposite knee. Repeat kneeling

### **Before going to your Fit For Duty Test**

**DO NOT** drink **caffeine** after 10 pm the night before or the day of testing,

**HYDRATE** with plenty of water the night before and the day of testing,

Wear **comfortable shoes** such as tennis shoes. Do not wear boots or work boots,

Wear **comfortable clothes** that do not restrict movement such as sweatpants or shorts, and

Perform the test at a **reasonable pace**. Do not rush. It's not about seeing how fast you can complete the task.

Drivers must be able to meet all fit requirement  
classifications (Driver, Valdez, Tireman/Fueler, and TAPS Baseline & North Slope)

If this CAREER is for you, start NOW to get **Fit for Duty!**