

Job Description Springfield Area Transit Company



Brand new state-of-the-art Maintenance & Operations Facility, 665 Cottage Street, Springfield

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| Position: | Diesel Mechanic (Mechanic C) |
| Hours: | Full-time, 40-hours per week |
| Shift: | 2 nd Shift, 4:00 p.m. – 12:00 a.m. Includes Saturdays Subject to some variation depending on bidding process |
| Training: | Initial training will occur on first shift for initial 3 months |
| Union Status: | Bargaining unit, non-exempt, with competitive benefits package |
| Hourly Rate: | NO FLAT RATE \$22.41 for first three (3) months \$24.11 after four (4) months \$25.45 after six (6) months \$27.21 after twelve (12) months |

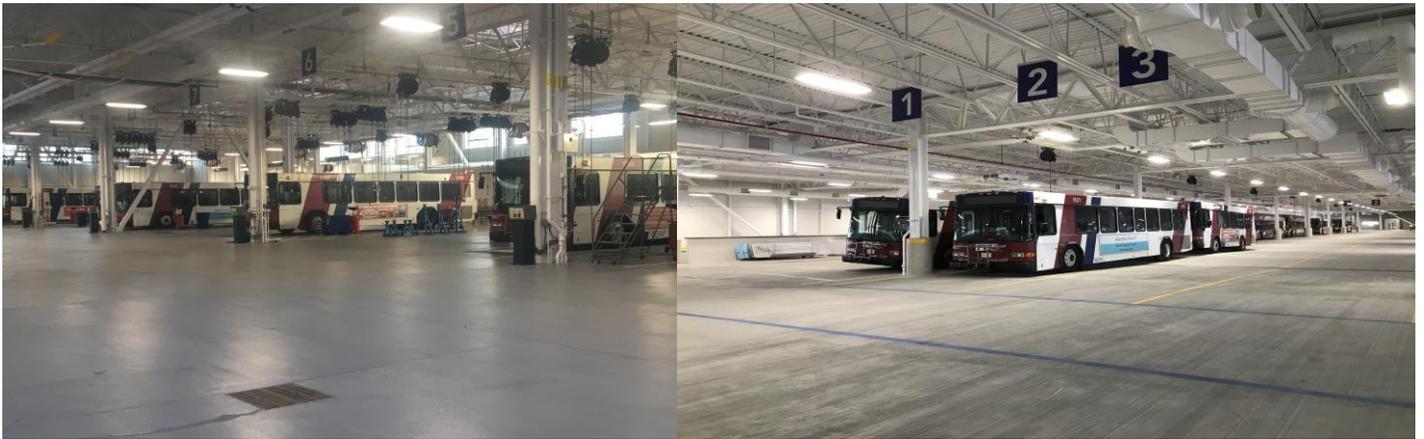
Mechanics can test into higher wage scales (Mechanic B and/or A) after completing initial 90-day probationary period.

You Bring:

- ✓ Skills and experience
- ✓ Reliability and Enthusiasm
- ✓ Strong Work Ethic
- ✓ Desire to Succeed
- ✓ Positive Attitude
- ✓ Your Own Tools

We Provide:

- ✓ State-of-the-art Facility
- ✓ A Safe and Enjoyable Place to Work
- ✓ Excellent Career Opportunity
- ✓ Great Work Environment
- ✓ Competitive Salary
- ✓ Guaranteed 40 hours per week
- ✓ Excellent Benefits
- ✓ Retirement Plan (Pension) and 401K
- ✓ Health and Dental Insurance
- ✓ Vacation and Sick/Personal Time
- ✓ 10 Guaranteed Paid Holidays
- ✓ Annual Safety, Tool and Shoe allowance
- ✓ Employee Bus Pass



Position Summary: This position performs repairs and replacement of diesel and gasoline engine accessories as required; rebuilds engine parts and other vehicle parts including brakes; repairs all vehicles (gas and diesel) including repairs to air conditioners; makes road calls by driving a service truck or bus; assists mechanics in troubleshooting vehicular problems including electrical systems, engines, etc.; learns and applies diagnostic, troubleshooting and repair skills; and assumes additional responsibilities as required.

High School diploma or G.E.D. is required; must possess at least one year of experience in repair of diesel and gasoline powered vehicles, or a degree in Automotive Service Technology or Agricultural/Diesel Service Technology (or directly related field) from an approved college, or equivalent combination of education and experience. Must be experienced in the use of tools to perform mechanical work. A Class B (with "P" endorsement) Commercial Driver's License is strongly preferred or ability to successfully complete company sponsored CDL training, normally within first three months of employment (probationary period); a valid MA drivers license in good standing and successful completion of a complete DOT physical and drug screen are required at time of hire. Must be willing to work shift hours and days as assigned.

CDL Training: If the selected candidate does not have a CDL license, he/she must be willing to prepare for and obtain CDL permit on own time. Subsequent CDL training will take place over a two-week period at the end of the initial 90-day probationary period, as long as performance expectations are satisfactory. In such a case, CDL training costs will be paid by the employer. Candidate must obtain the required commercial driver's license upon completion of the CDL training program as a condition of continued employment. Registry of Motor Vehicle fees for CDL permit test license conversion (e.g., from Class D to Class B) are paid by candidate.

Must possess own standard mechanical hand tools and a mobile storage cabinet for their containment. Annual tool allowance is provided when eligibility requirements are met.

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. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions. Operating a bus/van is an essential function of the job. Must be able to pass the medical/physical requirements of a complete DOT physical.

Hearing/Talking: Listening and talking (communicating) are essential to performing this job. Must be able to hear and understand normal speech, as some job information is received verbally. Must be able to hear environmental sounds such as engine noises, brake noises, etc., to assist in trouble-shooting mechanical problems. Must be able to talk to other employees in person and on two-way radio. Must be able pass hearing requirements of the DOT physical.

Mobility: Sits while operating buses/vans, service vehicles, and forklift approximately 10% of workday. Stands and moves freely around the garage while performing work duties 50% of the work time. Stoops or bends approximately 10% of work time. Climbs in and out of buses/vans and automotive work pit 10% of the work time. Crawls (sometimes in tight spaces) 5% of the work time. Lays horizontally while working when necessary.

Lifting: Lifting is an essential part of this job. Regularly lift tools and parts up to 50 lbs. Lifts hood and compartment doors on buses/vans, etc. Pushes/pulls tool cart, etc. weighing up to 75 lbs.

Visual Requirements: Must be able to read and comprehend written material and distinguish material using close-up vision, for example, to read service manuals, blueprints and electrical schematics. Depth perception, peripheral vision, distance vision, and color perception are required for driving. Color vision is essential to distinguish chemical codes which are represented by color, distinguishing gauges of wire, etc. Must be able to pass the visual requirements of the DOT physical.

Dexterity: 95% of work time involves extensive use of hands and fingers. Use of fingers is extensive, for example, when removing/replacing nuts and screws from mechanical parts and performing other necessary repair and maintenance functions. Reaching and grasping are involved approximately 80% of work time. Reaches overhead frequently while working underneath vehicles. Grasps hand tools such as wrenches, screw drivers, operating the fork-lift controls, vehicles, bus door controls, two-way radio, etc. Feels with the fingertips regularly, for example to determine if a part is worn.

Emotional and psychological factors: Stressful situations occur occasionally, for example, handling road emergencies. Deals with public occasionally, for example when doing a service call on a bus/van in service. Decision making skills are used regularly, for example, to trouble-shoot mechanical equipment. Certain tasks required concentration. Requires the ability to deal with multiple tasks. Must be able to handle frequent interruptions.

Work Environment: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Noise level is usually loud--multiple diesel engines, pneumatic tools, etc. Exposure to outdoor weather extremes occurs frequently. Regular exposure to diesel fumes. Regular exposure to dust and dirt. Regular exposure to wet, oily conditions.

License Requirements: Valid Commercial Driver's License, class B with no airbrake restriction is required.

Safety Sensitive: This position is safety sensitive and requires complete DOT pre-employment physical and drug screen and criminal history check. Subject to random drugs screening pool post-employment and other FTA drug screening requirements.

Other: Requires safe driving record. Annual driving record checks are conducted. Must maintain current self-certification of medical card. Medical card must be current at all times.