



DELTA FENCE & CONSTRUCTION

Job Title	<i>Fence Installer</i>
Compensation	<i>Competitive wage based on skills and experience</i>

Job purpose

Work on a fence crew and install various styles of fencing including: chain link, vinyl, wood, and ornamental. Delta Fence serves residential and commercial customers across the Central U.P. Occasionally, long distance and overnight travel is required for larger jobs in areas such as Marquette, Marinette, and Sault Ste. Marie.

Duties and responsibilities

- Establish the location for a fence, and gather information needed to ensure that there are no electric cables, gas, or water lines in the area
- Align wood, vinyl, and steel posts with string lines and levels to verify the vertical alignment of posts
- Measure and lay out fence lines and mark posthole positions, following instructions, drawings, or specifications
- Dig postholes, using spades, posthole diggers, or power-driven augers
- Dig holes or trenches
- Mix cement and operate wheelbarrow
- Operating drills and other electric/battery operated equipment as well as hand tools
- Nail and/or tie fence to post and rails
- Install slats to chain link fences
- Lifting up to 100 pounds
- Use tape measure accurately
- Driving company vehicle
- Some travel required. Overnight travel does occur on rare occasions
- Record & document hours spent on job

Qualifications

- Valid U.S. Driver's License
- High School Diploma
- Construction experience preferred
- General knowledge of power tools



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Working conditions

Working conditions vary by job and day. This is a full-time position with regular hours from 8 am - 5 pm, but overtime is very often required and occasionally work on Saturdays is necessary. Applicant must pass drug test and pre-employment physical. Delta Fence & Construction is a tobacco free workplace.

Physical requirements

Physical requirements include:

- Ability to lift up to 100 pounds
- Repetitive motions including turning of head and torso, reaching, grasping, bending, squatting, kneeling, reaching overhead and flexing arms, legs, wrists, and fingers.
- Good coordination
- Operating a wheelbarrow with loads up to 250 pounds
- Walking extended distances in a variety of terrain

Direct reports

Ron Chouinard, Company Owner/Fence Foreman
Kevin Sodermark, Fence Foreman

NOTE:

In light of recent legislation going into effect regarding legalizing Marijuana use, we have chosen to update our company policy. Our company prides itself on putting safety first while providing a quality product and service. Therefore, in compliance with MCL 333.27954, L&C Enterprises-USA Inc. d/b/a Delta Fence & Construction reserves the right to prohibit the use of Marijuana in the workplace in regards to company and jobsite properties. Operating a motor vehicle may be required for employment. In compliance with MCL 257.625 it is illegal to operate a vehicle under the influence of controlled substances. According to Title 21 of the Code of Federal Regulations Part 1308.11 Schedule 1, Marijuana is classified as a schedule 1 hallucinogenic substance. Therefore, effective immediately, no employee shall be in possession or under the influence of Marijuana during working times. Testing positive for Marijuana is grounds for disciplinary action and/or termination of employment at the discretion of management. Implementing and enforcing a zero-tolerance policy ensures the safety of our employees, our customers, and our community.

Sources:

Michigan Regulation and Taxation of Marihuana Act (Excerpt) (MCL 333.27954):

[http://www.legislature.mi.gov/\(S\(30e1phjs1dete5c1h0il1bxd\)\)/mileg.aspx?page=GetObject&objectname=mcl-333-27954](http://www.legislature.mi.gov/(S(30e1phjs1dete5c1h0il1bxd))/mileg.aspx?page=GetObject&objectname=mcl-333-27954)

Part 1308 — Schedules of Controlled Substances:

https://www.deadiversion.usdoj.gov/21cfr/cfr/1308/1308_11.html

Michigan Vehicle Code (Excerpt) (MCL 257.625):

[http://www.legislature.mi.gov/\(S\(0bny1jzkt1txyqzbcvo4e5v1\)\)/mileg.aspx?page=GetObject&objectname=mcl-257-625](http://www.legislature.mi.gov/(S(0bny1jzkt1txyqzbcvo4e5v1))/mileg.aspx?page=GetObject&objectname=mcl-257-625)

Approved by:	<i>Ron Chouinard (Owner)</i>
Date approved:	<i>03/24/2021</i>
Reviewed:	<i>03/24/2021</i>