



Bay State Milling Job Description

Job Title:	Utility
Location:	Winona, MN
FLSA Status:	Non-Exempt, Hourly
Rate of Pay:	\$23.69/Hour Plus Shift Differential
Shift:	2 nd and 3 rd Fixed Shift Positions Available

All offers of employment are contingent on candidates successfully completing and passing a background check process that includes an employment & criminal background check, physical and drug screen.

SUMMARY:

The utility position is the entry-level position into the plant. Primary job duties involve activities associated with operating various types of motorized material handling equipment in the warehouse and elevator areas, and the operation of automatic palletizing equipment in the warehouse to ensure compliance with all applicable legal and regulatory requirements in accordance with established company policies and procedures while maintaining the highest level of safety, quality, and productivity. Utility personnel require basic mechanical skills for the operation and setup of warehouse equipment. Utility personnel may be assigned to any department within the facility for sanitation and relief functions.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following. Other duties may be assigned.

1. Perform sanitation cleaning within the plant as assigned. This will include blowing down overheads, sweeping, shoveling, and vacuuming. Document all cleaning in accordance with company policy.
2. Train in classified positions such as Forklift Operator, Janitor, Packer, Roll Tender and Elevator Assistant to fill in for time off and vacancies.
3. Safely operate various models of industrial motorized trucks used in the movement of product within the plant.
4. Safely operate various warehouse equipment, including but not limited to, pack lines, palletizers, stretch wrappers, label makers, conveyors, mill equipment, etc.
5. Operate label-producing equipment.

6. Stack up to 50 lb. bags onto pallets in the warehouse.
7. Rework product back into the mill by lifting up to 50 lb. bags of on-hold/outdated product into rework station.
8. Other duties as assigned.

QUALIFICATIONS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE:

To perform this job successfully, the individual must have at least a high school diploma or equivalent. Must be at least 18 years of age. Experience in the business will be taken into consideration on a case-by-case basis.

LANGUAGE SKILLS:

Capable of following and communicating written and verbal instructions in English. Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write in English and complete reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from groups of managers, customers, and top management, public groups, and/or boards of directors.

MATHEMATICAL SKILLS:

Ability to work with mathematical concepts and apply concepts such as addition, subtraction, multiplication, division, fractions, percentages, ratios, and proportions to practical situations.

REASONING ABILITY:

Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret an extensive variety of technical instruction in mathematical or diagram form and deal with several abstract and concrete variables at any given time.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee successfully performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to sit, use hands to figure, handle, or feel; reach with hands and arms; and talk and hear. Employee is frequently required to stand, walk, climb, or balance, and must occasionally lift and/or move up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, and ability to focus.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those that must be met by an employee successfully performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The work environment is essentially in a plant manufacturing facility. However, frequent contact with operational aspects of the plant site is essential. While performing the duties of this job, the employee is occasionally exposed to moving mechanical parts and fumes or airborne particles. The noise level in the work environment is usually moderate. Hearing protection is required in certain areas of the plant.

FOOD SAFETY / SECURITY REQUIREMENTS:

The Company is committed to producing and delivering defect-free products. To ensure this, all employees are required to be trained on and adhere to the Good Manufacturing Policies set forth by the Company as they pertain to personnel practices, equipment, and facilities. It is also vital that all employees be aware of their work environment and prevent any accidental or intentional adulteration of products produced at this facility.

SAFETY:

While performing the essential job functions, the employee is expected to work in a safe manner and follow company policies regarding safety. It is the expectation and responsibility of the employee to report any and all injuries immediately to the supervisor, and to report to supervision any safety situation that the employee feels is substandard and poses a risk for employee injury, property damage, or loss.