

RECYCLING YARD HELP WANTED!

TO BE CONSIDERED FOR EMPLOYMENT, SERIOUS CANDIDATES MUST APPLY IN PERSON. Applications and resumes will not be reviewed on Facebook, Craigslist, or Indeed. You must apply in person, we'd love to meet you!

Earthworks Recycling is looking for a friendly, motivated, and hardworking individual to assume a supporting role in our busy recycling yard. Job includes assisting with customers at our recycling center, loading and unloading recyclables by hand, and / or forklift, sorting, weighing, grading, baling, processing materials, as well as basic clean-up of property. This is physical work, outside all weather and is a full time, long-term job.

Preference is given to those with forklift experience and / or knowledge of metals. Must be able to work Saturdays with split days off. You must be a non-user of “any” Marijuana or Tobacco products. Must be fluent in English. Cannot have a police record because of some materials we handle.

Wage starts at \$13.69 - \$15.00 per hour plus state mandated benefits. This is a full time, long-term position.

How to Apply: We're looking for serious applicants only. You must pickup an application at our office, or print one out online from our website at: “www.earthworksrecycling.com”, fill it out and bring your application “in person” to 1904 E Broadway, Spokane (Broadway and Napa) between 8:00AM and 4:30 pm Monday thru Saturday. Do not mail, fax or email applications or resumes, they will be recycled or deleted. No interviews over the phone.

Questions? Call Jim at (509) 534-1638.

Earthworks Recycling, Inc.
1904 E Broadway Ave
Spokane, WA. 99202

www.EarthworksRecycling.com

Earthworks Paid Time Off Policy

Effective January 1, 2018

In order to be in compliance with new state laws, the following Paid Time Off policies will be in effect January 1, 2018 as follows:

- Paid Time Off will be accrued at a rate 1 hour for every 40 hours worked.
- New employees, accrued time off cannot be used until 90 calendar days of employment.
- Up to 40 hours of unused Paid Time Off will be carried over to the following year.
- If you want to use Paid Time off, you need to mark your time card with how many hours you want to use.
- If you are going to be gone for more than 3 unscheduled days, a Doctor's note will be required.
- You can schedule Paid Time Off to use for vacations, appointments, etc. This needs to be scheduled and approved by Jim.
- After 3 years of service, 3 paid Holidays will be paid if the holiday falls on your normal working day. This will not affect your PTO totals (July 4th, Thanksgiving and Christmas).

Date: _____

Delivery Driver Application Rev.20.29.10

Notice to Applicants: FEDERAL AND STATE LAW REQUIRES THAT ALL APPLICATIONS BE CONSIDERED WITHOUT REGARD TO RACE, RELIGION, COLOR, SEX, AGE OR NATIONAL ORIGIN. WE BELIEVE IN AND FULLY SUPPORT THE PRINCIPLE OF EQUAL EMPLOYMENT AND WILL FULFILL OUR OBLIGATION TO THE FULLEST.

PLEASE ANSWER THE FOLLOWING QUESTIONS HONESTLY. IF YOU ARE HIRED, THIS QUESTIONNAIRE WILL BECOME PART OF YOUR PERSONNEL FILE.

Please fill this out in your own handwriting!

NAME _____ Telephone number _____
(first, middle, last)

Email Address _____

Are you over 21? Yes No Date of birth: _____

Present Address: _____

How long at present address? _____

Previous address _____ How long? _____

Rate of pay desired: Start _____ 6 Months _____ 1 Year _____

How did you hear of this opening? _____

Have you applied here and/or worked for us before? _____

List any friends/relatives working or who have worked for us.

To help us plan, are you looking for a long or short-term position? Long-term Short-term

Do you prefer to work full time or part-time? Full-time Part-time

Are you willing to work part-time until full time develops? Yes No

The recycling center is open 7:45 am to 5pm Monday thru Saturday.

Are you willing to work these days? Yes No

If not, what hours can you work? Mon: ____ Tues: ____ Wed: ____ Thur: ____ Fri: ____ Sat: ____

Are you willing to have split/non-consecutive days off? Yes No

How long have you lived in Spokane? _____

Do you have any experience operating a forklift? Yes No Where? _____

What recycling or scrap metal experience do you have, if any? _____

Are you willing to let us do a police check on you? Yes No

Excluding traffic violations: Have you ever been convicted of a crime? Yes No

If yes, list all convictions (do not write "will explain in interview"):

Are you willing to let Earthworks Recycling, Inc. run a credit check? Yes No

EARTHWORKS RECYCLING REQUIRES: ALL EMPLOYEES TO REFRAIN FROM SMOKING, USING TOBACCO PRODUCTS, AND BEING UNDER THE INFLUENCE OF DRUGS (INCLUDING MARIJUANA) OR ALCOHOL WHILE ON THE CLOCK.

Do you smoke? Yes No

Do you use any tobacco or nicotine products? Yes No

If yes, what type? _____

If yes, will you stop while you're on the clock? Yes No

Do you smoke or use marijuana products? Yes No

Are you taking any medications that can affect your work performance? Yes No

How often do you use drugs? _____ How often do you use Alcohol? _____

Have you ever been involved in a drug/alcohol program? Yes No

If yes, did you complete the program? Yes No

Have drugs or alcohol ever affected your work or work attendance? Yes No

Are you willing to take a drug & alcohol test any time before or after you are hired? Yes No

Earthworks has a no tolerance policy on the use of personal cell phones or personal use of company electronics on the job. Are you willing to adhere to this policy? Yes No

How many times have you been sick in the last month? _____ 6 months? _____
Year? _____

During your last year of employment: how many unscheduled non-sick days or partial days did you take? _____

If required, are you willing to wear work boots every day? Yes No

The work here is hot in the summer, cold in the winter. It can be wet and rainy. It can be dusty. Sometimes yellow jackets are flying around.

Are you willing to work under those conditions? Yes No

Are you allergic to yellow jackets? Yes No

Do you have any physical limitations that prevent you from doing certain types of work?

Yes No

If yes, please describe any special accommodations needed:

Have you had any serious illness, injuries, or back problems in the past 5 years? Yes No

If yes, describe: _____

Can you lift 75 pounds? Yes No (Do not exclude yourself if you cannot.)

I have answered all questions honestly.

Signature _____

List your references in reverse order beginning with the present or most current employer.

This section **MUST** be completely filled out. Please read carefully and make sure to list all of the information requested. If information in this section is missing, your application may not be considered

<u>Company Information</u> Company name, address, Phone number, contact person	Position	Start – End Dates	Ending salary	Reason for leaving

If you have other relevant experience, please attach. You may use the bottom of this page also!