Pacific Gas and Electric Company®

Preparation Guide:

Post-Offer Physical Assessment - Utility Worker

Congratulations on receiving a conditional offer of employment for PG&E's Utility Worker position.

PG&E is committed to upholding the highest standards in workplace safety. As part of that commitment, we require that all new-hires in the Utility Worker jobs participate in a WorkSTEPS Post-Offer Physical Assessment to ensure they can capably perform the job for which they are hired. The test will be administered by a licensed, trained and certified clinician in the WorkSTEPS network. Please review this Guide carefully as it includes information about Physical Assessment requirements.

This preparation guide will educate you on the components of the WorkSTEPS Post-Offer Physical Assessment, and help you prepare for the test.

Below you will find general test preparation guidelines:

1. Bring a photo ID, as it is required to participate in the Assessment.
2. Wear loose-fitting, comfortable clothing (preferably shorts) and tennis shoes if possible, as this is a Physical assessment.
3. Do not use nicotine (cigarettes or chewing tobacco) for approximately 30 minutes before the test, as your blood pressure will be taken and nicotine can negatively affect blood pressure.
4. Do not drink any caffeine (coffee, sodas, energy drinks) for approximately 30 minutes before the test because caffeine products can negatively affect heart rate readings.
5. Try to eat something light 30 minutes to an hour before the test.
6. Do not drink ANY alcoholic beverages the day of the test.
7. If you have been ill, please notify the facility administering the test, as it may be necessary to reschedule you for a date when you are well.
8. Please notify PG&E in advance if you anticipate any accommodation to perform the physical requirements of this test.

We also recommend you incorporate regular exercise into your daily routine in the weeks and months leading up to the test. Walking, running, or biking for 20-to-30 minutes a day will greatly improve your general conditioning and your ability to complete the test successfully.

Components of the Physical Assessment

Dynamic Lifting

You will be required to participate in a progressive lifting sequence to ensure that you are strong enough to participate in the Job Specific Testing component of the test, which simulates the essential functions of the position for which you are being considered.

Pre-Test Requirement:

Cardiovascular Step Test:

You will be asked to participate in a three-minute step-test where you will be asked to step on and off an 8-inch step, alternating between left and right feet, to measure your baseline cardiovascular fitness.

Tips to prepare:

Walking, running or biking for 20-to-30 minutes increments

Job Specific Testing

Floor Lift – Lifting jackhammer/pavement breaker on/off the truck

You will demonstrate the ability to lift a 90lb jackhammer/pavement breaker from the floor, utilizing a 27 inch wide handle NIOSH box, to a 24 inch high platform. You will then be provided a short rest period, and then return the box to the floor. You will perform this task 2 times with rest in between reps if needed.
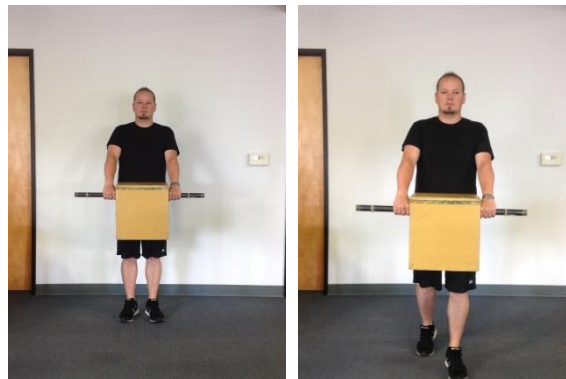
Tips to prepare:

This lift primarily requires good strength in your legs, stomach, back and arms.
The following exercises will help strengthen the muscle groups used in the
simulation:

- *Squats, lunges and leg presses to increase leg strength*
- *Plank exercises to build strength in the stomach, back and arms*
- *Arm curls and arm raises to build strength in the arms*
- *Hand grip exercises to increase control of the box.*

Lift and Carry of a jackhammer/pavement breaker

You will demonstrate the ability to lift a 90lb jackhammer/pavement breaker from the floor utilizing 27 inch wide handle NIOSH box, carry it 49.75 feet, then set it on the floor. You will perform this task 2 times.

Tips to prepare:

This task requires significant shoulder and grip strength, as well as stomach, back and leg strength.
The following exercises will help strengthen the muscle groups used in the simulation:

- *Squats, lunges and leg presses to increase leg strength*
- *Shoulder exercises while using an incline bench to increase shoulder strength*
- *Arm exercises while using a pulley/cable system that allows you to lean back safely*
- *Elbow curls and arm raises with weights to build arm strength*
- *Ankle stretching exercises*
- *Curl-ups or sit-ups to build stomach strength*
- *Hand and wrist strengthening exercises*

Loosening fitting rings on meter assembly

Utilizing a pulley system or isokinetic simulation equipment, and in a horizontal pushing motion, you will demonstrate the ability to loosen the fitting ring on a meter assembly which are 29 inches off the ground and require 104 ft/lbs. of horizontal pushing force to break connection. You will perform this task in a posture that you feel is comfortable and safe. You will perform this task 4 times with a rest break (if needed) between each attempt.
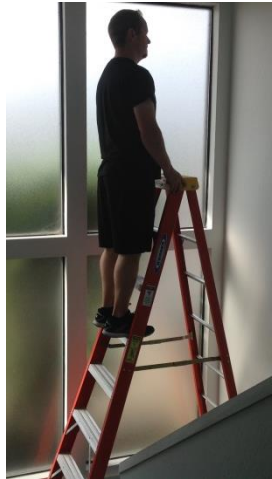

Tips to Prepare

This task requires significant shoulder and upper back strength, a strong grip, as well as stomach strength. The following exercises will help strengthen the muscle groups used in the simulation:

- *Perform shoulder exercises while using a pulley/cable system that allows you to safely lean to each side alternately*
- *Curl-ups or sit-ups to build stomach strength*
- *Elbow curls and arm raises with weights to build arm strength*
- *Hand and wrist strengthening exercises*

Ladder Climbing

You will demonstrate the ability to ascend 5-rungs on a ladder without stopping (once at the top you can pause/rest). You will then descend 5-rungs on a ladder without stopping (once at the bottom you can pause/rest). You will perform this ascending / descending task 3 times.

Tips to prepare:

This task requires static balance capability, stomach, back, leg strength, and endurance. Some exercises that will help strengthen the muscle groups used in this simulation include:

- *Squats, lunges and leg presses to increase leg strength*
- *Ankle stretching exercises*
- *Curl-ups or sit-ups to build stomach strength*
- *Practice single-limb balance with each leg, increasing the time up to 30 second*