

# A-Spear Flaggers Application

Equal Opportunity Employer \* Affirmative Action

PO Box 61778 Reno, NV 89506

Phone (775) 742 0449 Fax (530) 993-0852

Email: [stacey@aspearnv.com](mailto:stacey@aspearnv.com)

Apply online

All applications will be considered without regard to age, race or color. Religion, Political affiliation or national origin. You must be in good physical condition, good communication skills, good hearing, good sight & great attitude. Must play well with others! No egos! This is a job for team players only.

Last Name                      First name                      Initial                      Social Security #

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Address                      City                      State                      Zip code                      Home#

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Position                      Referred by                      Cell#                      Message #

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Atssa card    Osha card    TCT card    Tcs card    CRR car    over 18  
expires\_\_\_\_\_expires\_\_\_\_\_ expires\_\_\_\_\_expires\_\_\_\_\_expires yes\_\_\_no\_\_\_

Do you have any felonies yes\_\_\_no\_\_\_ if yes please  
explain\_\_\_\_\_?  
\_\_\_\_\_?

What kind of hours can you work? Days\_\_\_\_ Nights\_\_\_\_\_ Any\_\_\_\_\_

How many hours can you work in a day? \_\_\_\_\_ How many days are you willing to work  
before you need a day off\_\_\_\_\_ Is there any days that you cannot work\_\_\_\_\_

Are you willing to travel for a job\_\_\_\_\_ Do you have a motor home, Fifth wheel, Camper or other  
means of housing out of town?

## Rules

1. No fighting with other workers
2. No arguing with supervisor
3. If you see or witness something dangerous call supervisor immediately
4. No borrowing money
5. If you ride with someone do not pay them gas money. Because we are having people not paying for their ride, A-Spear will automatically deduct the gas money from your check & pay the person who was kind enough to give you a ride. Respect their vehicle & clean your trash out when you get out of it.
6. Never walk off job
7. Never leave your post without being replaced by another certified flagger
8. Call the office at least 2 hours before you are to leave for work if you can't work that day
9. NEVER talk on your CELL phone or TEXT while working. This is grounds for termination.
10. If you accept a job, you finish that job. Do not quit for something else without notice. We understand that you want a fulltime job & hope that you get one, but finish the one that you start.
11. You must have your own transportation & equipment. We will only work you for a short while without your own. Also you can miss out on good jobs if you don't have these necessities. Those who do will be the first ones called for jobs.
12. You must turn in your time cards into the mailbox at end of week, preferably at the end of your shift. Our week runs Monday through Sunday. Your check will be mailed or direct deposited the following Monday. Do not call me looking for your check before the date it's due to you.
13. Make sure your hours are written on card daily. YOU MUST have both hours & signature of supervisor to get paid
14. You must be clean, close fitting clothes and properly suited up for job. A-Spear requires Hard Hat, eye protection, class 3 vest, Night pants, flashlight & wand, radios, 24inch retro reflective stop/slow paddle, boots and ALWAYS water. Also all weather gear!!!
15. No stopping for drinks after work with A-Spear workers in your vehicle.

16. If you think that you're a snitch if you tell A-Spear that a worker did something illegal or something to jeopardize a customer & you don't say something to A-Spear Staff, You will be fired. We only want grownups here.

We have an open door policy and only want the best flaggers & team players. We want A-Spear to be your company & to treat your job like it's your own company.

17. We hand pick people to work for each job. If you are not getting work, ask yourself why. Do I have a good attitude? Am I professional? Am I a team player? Remember, if you look bad, you make everyone look bad. If the other flagger looks bad, so do you. So don't try to make the other flagger look bad thinking that you will look better. The customer & the public want to see people working together. If you see the other flagger doing something wrong, bring it to their attention in a respectful way. Treat co-workers the way that you would like to be treated, with respect & dignity.

18. The flaggers that take any job regardless of what it pays are usually get more work. We would all like to work prevailing all the time, but sometimes we are needed on another job or to help train another flagger. Don't turn down work without a very good reason or you might not be asked to work the next great paying job. If you are in training, you will be paid \$1.00 per hour less & the person training you will be paid \$1.00 per hour more. Unless you are on a prevailing wage job. On prevailing wage you will be paid the exact wage that job calls for.

19. You do not contact A-Spear customers for any reason! If a customer doesn't want you back on a job, or wants someone else, do not contact the customer and bother them. If they offer you a job, that is up to you to take it. You must have worked 80 hours through A-Spear for that customer before eligible to be hired.

20. Do not harass anyone sexually or in any other manner. A-Spear has a zero tolerance for harassment from workers or customers. If you ever feel this is happening to you, let me know immediately!

21. We drug test any time & with & without reason. We have a zero drug use policy. I might show up on a job & request a drug test from you right then & there. Refusal is grounds for dismissal.

22. Do not call looking for work. We will call you if we have an assignment for you. The phones roll over to my cell phone & I am working these jobs also. I do not answer my phone when I am working. I check my phone in case a customer calls for flaggers, so I need my voicemail open in case a customer is looking for flaggers. When people call and leave messages all day my voicemail gets full & then it will not accept a message and that might be a customer trying to order flaggers. That might be a job you would have had if you weren't leaving me messages.

23. On weekends I have a family that I would like to spend time with and since I have the weekend to do payroll, bill customers, do certified payroll reports, pay bills, give quotes and

everything else I have to do on the weekends because I am flagging during the week... It already leaves very little time to spend with my family. I am looking for low maintenance professionals & if you are high maintenance & do not respect my time frame then you will not work for A-Spear.

24. This is all common sense and for those of you that have it, I apologize for having to have you sign these rules, but unfortunately I get calls at all hours of the day & night asking me if I have a job, why the caller is not working, I know payroll isn't for another week and a half, but can I get paid now anyway, can I borrow money & so on and so on. The time that I am spending on these silly calls, I could be spending finding more work for all of us & other things please have respect for me or PLEASE find another job.
25. Never go to work in bad weather without first calling the customer to find out if the job is Working anyway. If there is no answer, than leave a message with a call back number for Yourself & tell the customer that you will wait for their call.

## RELEASE AND AUTHORIZATION FORM FOR PHOTOS

We are in the process of changing our website & when it is finished it will have the schedule for the classes & jobs on the website. Also we like to take pictures of our flaggers and put them on the website. Do we have your permission to post your pictures on our website?

In accordance with my right to privacy, I have been advised by A-Spear Flaggers that I can approve or deny A-Spear Flaggers to use my picture on their website, brochure, phone book ad or other means of promoting the company. I am giving A-Spear Flaggers my permission to post my pictures on anything to show the public what great flaggers we are at A-Spear.

Print Name \_\_\_\_\_ Signature \_\_\_\_\_

Date \_\_\_\_\_

Safety Program

I have read & understood the safety program:

\_\_\_\_\_

Print Name

\_\_\_\_\_

Date

\_\_\_\_\_

Signature

I have received the A-Spear Flaggers Orientation

\_\_\_\_\_

Print Name

\_\_\_\_\_

Date

\_\_\_\_\_  
Signature

Emergency contacts

\_\_\_\_\_

Name

\_\_\_\_\_

Number

\_\_\_\_\_

Relation

\_\_\_\_\_

Name

\_\_\_\_\_

Number

\_\_\_\_\_

Relation

RELEASE AND AUTHORIZATION FORM

*In accordance with my right to privacy. I have been advised, by A-Spear Flaggers that the information described below is required to assist the same in making my employment advancement determination concerning me, and that execution this form is voluntary.*

*I hereby authorize Et All, Inc. 1800 Miraloma Ave., #A, Placentia, CA 93870 (888) 269-6400 or any qualified agent bearing this or a copy thereof, to obtain information from all personnel, educational institutions, government agencies, to include the Department of Justice and Youth Authority, companies, corporations, workers compensation, information. Law Enforcement agencies or individuals relating to my past activities to supply any and all information to concerning my background and to*

*Release the same from any liability resulting from providing such information. The information received nay include, but is not limited to academic job Financial record history, attendance, personal history, , driving records, disciplinary records & possibly for the purpose of determining my qualifications for future of assignments.*

*I further hereby release any individual associated with the with the completion of such such information to include record custodian , directions, officer, agent, employees, if authorized representatives of the same, from any and all liability for damages of whatever kind of nature, which, may at any time accrue to me on account of I reliance by such by such person on the information submitted in my employment application. (2) Reliance by such persons on the information obtained pursuant to this authorization: (3) compliance with, or without attempt to comply with, this authorization, and (4) termination of any employee based upon information obtained after commencement thereof pursuant to validity of this authorization. If adverse action is taken based in whole or part on the consumer report, we will provide to you with a copy of the consumer report and a summary of the consumer's rights as prescribed by the FCRA. This report will not be used in violation of any Federal or state laws and/or equal employment opportunity laws and regulations,*

*PLEASE PRINT CLEARLY*

*Signature of Applicant*

*Date*

\_\_\_\_\_

\_\_\_\_\_

*Print Full Name*

*Address*

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

*For the purpose of gathering this information, I agree to supply the following information, which may be required by law enforcement agencies & other entities for positive ID purposes when checking records. It is confidential & will not be used for other purpose.*

**POST HIRING PACKAGE**

Mane \_\_\_\_\_

Last

First

Middle

Please Print what other names have you been employed under?

\_\_\_\_\_

Please Print

Are You a US Citizen? \_\_\_yes \_\_\_No If No, Nationality\_\_\_\_\_

Have you ever had either First Aid or Cardiopulmonary resuscitation (CPR) (3) Training \_\_\_Yes \_\_\_No

Do you have a current certificate? \_\_\_Yes \_\_\_No, do you have any kind of teaching credentials? \_\_\_Yes \_\_\_No

If yes are they current \_\_\_Yes\_\_\_ No If yes would you be each A-Spear \_\_\_Yes \_\_\_No

Have you ever filed a work comp claim? \_\_\_Yes \_\_\_No If yes when & where

If yes, what type of injury & what was the outcome-

\_\_\_\_\_  
\_\_\_\_\_

If Yes to above what percentage of disability? \_\_\_\_\_

Have you been injured to the point of loss days at work\_\_\_Yes \_\_\_No If yes, how many days lost

Drivers license number & State\_\_\_\_\_

Are you currently taking medication? Remember we test

Do you have any physical limitations? \_\_\_Yes \_\_\_No If Yes, Please explain\_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Any reason that you would not be able to stand in the hot sun for between 4 hours \$ 18 hours? \_\_\_Yes \_\_\_No

Is your hearing in good condition? \_\_\_Yes \_\_\_ No Have you ever failed a hearing test? \_\_\_\_\_

How is your Vision? \_\_\_\_\_ Have you ever failed an eye test? \_\_\_\_\_ When? \_\_\_\_\_

Can you move quickly \_\_\_Yes \_\_\_No?

Do you think quickly on your feet? \_\_\_ Yes \_\_\_ No

I certify that all of the answers given herein are true and complete to the best of my knowledge. I understand that misrepresentation or omission of facts called for is cause my dismissal.

\_\_\_\_\_

Print Name

Signature

Date