

# NON-CDL

Iron County Road Commission  
800 West Franklin Street  
Iron River, MI 49935

## APPLICATION FOR EMPLOYMENT

CAREFUL AND THOUGHTFUL COMPLETION OF THIS APPLICATION IS AN IMPORTANT STEP IN OUR CONSIDERATION OF INDIVIDUALS FOR EMPLOYMENT. PLEASE COMPLETE THE ENTIRE APPLICATION. PRINT IN INK. ASK FOR AN EXTRA PIECE OF PAPER IF YOU NEED TO CLARIFY ANY RESPONSES. YOUR APPLICATION MUST ALSO SPECIFY THE POSITION FOR WHICH YOU ARE APPLYING. STATING THAT YOU WILL DO "ANYTHING" IS INDEFINITE AND MAY RESULT IN YOUR APPLICATION NOT BEING ACCEPTED BY THE EMPLOYER. **YOUR APPLICATION WILL BE CONSIDERED FOR SIXTY (60) DAYS.**

TELEPHONE #:	DATE:	SOCIAL SECURITY #:
NAME:		
(LAST)	(FIRST)	(MIDDLE)
CURRENT ADDRESS: TOWN:	LENGTH OF TIME AT THIS ADDRESS:	
PREVIOUS ADDRESSES:	DATES OF RESIDENCY:	
PREVIOUS ADDRESSES:	DATES OF RESIDENCY:	
PREVIOUS ADDRESSES:	DATES OF RESIDENCY:	
POSITION(S) APPLIED FOR:	1.	EXPECTED RATE OF PAY: \$ PER
	2.	EXPECTED RATE OF PAY: \$ PER
DO YOU WANT TO WORK: <input type="radio"/> FULL-TIME <input type="radio"/> PART-TIME		
IF APPLYING ONLY FOR PART-TIME, WHAT DAYS AND HOURS?		
HAVE YOU EVER APPLIED FOR WORK WITH US BEFORE? <input type="radio"/> YES <input type="radio"/> NO IF YES, WHEN?		
IF HIRED, WHEN CAN YOU START?		
LIST ANYONE YOU KNOW WHO WORKS FOR US:		
LIST ANY SKILLS, QUALIFICATIONS OR EXPERIENCE WHICH YOU FEEL ESPECIALLY FITS YOU FOR WORK WITH US:		
DO YOU CURRENTLY HAVE A VALID MICHIGAN DRIVERS LICENSE? YES NO LIST ENDORSEMENTS: LICENSE#:		
ARE YOU ABLE TO DO THE JOB FOR WHICH YOU ARE APPLYING? <input type="radio"/> YES <input type="radio"/> NO IF NO, PLEASE EXPLAIN:		
ARE YOU AUTHORIZED TO WORK IN THE UNITED STATES? <input type="radio"/> YES <input type="radio"/> NO		
ARE YOU 18 YEARS OF AGE OR OLDER? <input type="radio"/> YES <input type="radio"/> NO		

HAVE YOU EVER BEEN CONVICTED OF A CRIME?  YES  NO

IF YES, PLEASE EXPLAIN WHEN, WHERE, AND THE NATURE OF THE OFFENSE: *(CONVICTION OF A CRIME IS NOT AN AUTOMATIC BAR TO EMPLOYMENT.)*

U.S. ARMED FORCES SERVICE:  YES  NO

BRANCH: DUTIES:

RANK AT TIME OF ENLISTMENT:

RANK AT TIME OF DISCHARGE:

WERE YOU HONORABLY DISCHARGED?  YES  NO IF NO, EXPLAIN:

**EDUCATION**

SCHOOL	NAME/ADDRESS OF SCHOOL	HIGHEST GRADE COMPLETED OR DEGREE OBTAINED	COURSE OF STUDY
GRAMMAR			
HIGH SCHOOL			
COLLEGE			
OTHER			

**PRIOR WORK EXPERIENCE**

PLEASE LIST THE NAMES AND ADDRESSES OF YOUR EMPLOYERS, WITH THE DATES OF EMPLOYMENT AND THE REASONS FOR LEAVING SUCH EMPLOYMENT:

**1) CURRENT OR MOST RECENT EMPLOYER:**

NAME-

ADDRESS-

TELEPHONE-

DESCRIBE YOUR JOB DUTIES:

REASON FOR LEAVING:

DATES OF EMPLOYMENT:

POSITION HELD:

RATE OF PAY:

SUPERVISOR'S NAME:

**2) NEXT MOST RECENT EMPLOYER:**

NAME-  
ADDRESS-

DATES OF EMPLOYMENT:  
POSITION HELD:  
RATE OF PAY:  
SUPERVISOR'S NAME:

TELEPHONE-

DESCRIBE YOUR JOB DUTIES:

REASON FOR LEAVING:

**3) PREVIOUS EMPLOYER:**

NAME-  
ADDRESS-

DATES OF EMPLOYMENT:  
POSITION HELD:  
RATE OF PAY:  
SUPERVISOR'S NAME:

TELEPHONE-

DESCRIBE YOUR JOB DUTIES:

REASON FOR LEAVING:

**4) PREVIOUS EMPLOYER:**

NAME-  
ADDRESS-

DATES OF EMPLOYMENT:  
POSITION HELD:  
RATE OF PAY:  
SUPERVISOR'S NAME:

TELEPHONE-

DESCRIBE YOUR JOB DUTIES:

REASON FOR LEAVING:

BUSINESS REFERENCES		
NAME	ADDRESS/TELEPHONE NUMBER	OCCUPATION

**APPLICANT'S CERTIFICATION AND AGREEMENT**

**PLEASE READ CAREFULLY:**

1. **Certification of Truthfulness.** I certify that all statements on this Application for Employment are made truthfully and without evasion, and further understand and agree that such statements may be investigated and, if found to be false, will be sufficient reason for not being employed or, if employed, will result in my dismissal.
2. **Authorization for Employment/Educational Information.** I authorize the references listed in the Application for Employment and any prior employer, educational institution, or any other persons or organizations to give the Iron County Road Commission any and all information or any other pertinent information they may have, personal or otherwise, and release all parties from all liability for any damage that may result from furnishing any lawful information to the Iron County Road Commission. I hereby waive written notice that employment information is being provided by any person or organization.
3. **Employment at Will.** If I am hired, in consideration of my employment, I agree to abide by the rules and policies of Iron County Road Commission, including any change made from time to time, and agree that, subject to the provisions of any written agreement to the contrary, my employment and compensation can be terminated with or without cause, and with or without notice, at any time, at the option of either the Iron County Road Commission or myself. I understand that no manager or other representative of the Iron County Road Commission, other than the Managing Director, has any authority to enter into any agreement for employment for any specific or indefinite period of time, or to make any agreement contrary to the foregoing. Any such agreement made by the Managing Director must be made in writing to be effective.
4. **Authorization to Work.** If I am selected for hire, I will be offered employment provided I verify that I am authorized to work as required by the Immigration Reform and Control Act of 1986.
5. **Need for Accommodation.** If I am a person with a disability who requires an accommodation to perform the job I must notify the Iron County Road Commission of that need within 182 days after I know or reasonably should have known that an accommodation was needed. Failure to do so will bar me under state but not federal law from alleging that the Iron County Road Commission has not accommodated me as required by law.
6. **Criminal Records Check.** I agree to execute an authorization for the Iron County Road Commission to secure criminal conviction history from the appropriate law enforcement agency should the Iron County Road Commission determine it is necessary to do so.
7. **Release of Medical Information.** I authorize every medical doctor, physician or other healthcare provider to provide any and all information, including but not limited to, all medical reports, laboratory reports, x-rays or clinical abstracts relating to my previous health history or employment in connection with any examination, consultation, test or evaluation. I hereby release every medical doctor, healthcare personnel and every other person, firm, officer, corporation, association, organization or institute which shall comply with the authorization or request made in this respect from any and all liability. I understand that this release will not be sent to my physician or other healthcare provider until a job offer has been made.
8. **Physical Exam and Drug and Alcohol Testing.** I agree that if a job offer is made to me I will, before commencing employment, take a physical exam and authorize the Iron County Road Commission or its designated agent(s) to withdraw specimen(s) of my blood, urine or hair for chemical analysis. One purpose of this analysis is to determine or exclude the presence of alcohol, drugs or other substances. I understand the decisions concerning my employment will be made as a result of this test. I further authorize any physician or entity conducting such testing to release the results of such testing to the Iron County Road Commission.
9. **Psychological/Physical Testing.** If offered employment, I agree to submit to any psychological or physical testing which may be necessary to determine my ability to perform the job for which I am being considered. I further authorize any physician or entity conducting such medical examination to release the results of such examination to the Iron County Road Commission.

**APPLICANT'S CERTIFICATION AND AGREEMENT**

CONTINUED:

10. **Driving Record Check.** If applying for a position that requires driving an Iron County Road Commission vehicle, I authorize the Iron County Road Commission and its agents the authority to make investigations and inquiries of my driving record.

11. **Fringe Benefits.** In accepting employment with the Iron County Road Commission, I agree to accept all fringe benefits when eligible, as provided now or in the future. I understand that it is my responsibility to provide documentation for verification of eligibility for fringe benefits as well as information regarding mailing address, telephone numbers or contact arrangements, withholding exemptions and dependent information. The Iron County Road Commission shall rely on the most recent information for all purposes

12. **Credit Report.** I understand that the Iron County Road Commission or its agents may make an investigative inquiry whereby information is obtained through interviews with my neighbors, friends and others with whom I am acquainted. This inquiry includes information as to my character, general reputation, personal characteristics and mode of living. I understand that I have the right to make a written request within a reasonable period of time to receive additional detailed information about the nature and scope of the investigation.

13. **Consideration of Employment.** I understand that my application will be considered pursuant to the Iron County Road Commission's normal procedures for a period of sixty (60) days. IF I AM STILL INTERESTED IN EMPLOYMENT THEREAFTER, I MUST REAPPLY.

14. **Limitation of Action.** I agree that I shall not commence any action or other legal proceeding related to my employment or the termination thereof more than six (6) months after the event complained of, and I voluntarily waive any statute of limitations which is longer to the contrary.

I HAVE READ AND UNDERSTAND ITEMS #1 THROUGH #14 ABOVE, AND ACKNOWLEDGE THAT WITH MY SIGNATURE BELOW.

THIS CERTIFIES THAT I COMPLETED THIS APPLICATION, AND THAT ALL ENTRIES ON IT AND INFORMATION IN IT ARE TRUE AND COMPLETE TO THE BEST OF MY KNOWLEDGE.

\_\_\_\_\_  
APPLICANT'S SIGNATURE

\_\_\_\_\_  
DATE

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COMPLETED APPLICATION **MUST BE RETURNED TO THE BUSINESS OFFICE** OF THE IRON COUNTY ROAD COMMISSION  
AT 800 WEST FRANKLIN STREET, IRON RIVER, MICHIGAN,  
EITHER IN PERSON OR VIA US MAIL SERVICE.