Creating a job bank of modified duties for roofing-related roles is a great initiative to support injured workers. Here are some examples of tasks you could include, categorized by level of physical demand:

**Light Duties**

• Inventory Management: Counting materials or tools without heavy lifting.

• Customer Communication: Answering phones, scheduling appointments, or managing client inquiries.

• Documentation & Administration: Updating safety protocols, filing paperwork, or creating digital documentation.

• Training Content Development: Assisting in creating safety training materials or presentations.

• Site Monitoring: Observing worksites for safety compliance (without physical demands).

**Moderate Duties**

• Tool Maintenance: Cleaning and organizing tools and equipment.

• Material Handling: Moving lightweight materials (under 10 lbs).

• Roof Inspections: Visual inspections of completed work (from safe locations).

• Assisting with Training: Helping demonstrate proper use of safety equipment.

• Light Repairs: Using hand tools for minor repairs or touch-ups.

**Heavy Duties (with restrictions)**

• Lifting Assistance: Team-lifting heavier materials (when within a worker’s restrictions).

• Scaffolding Setup: Assembling lighter scaffolding components.

• Roofing Support: Bringing supplies to roofers at manageable weights.

• Ground Crew Support: Assisting in cleanup or organizing materials on-site.

Tailoring modified duties to specific injury types common in roofing can make this job bank even more effective. Below is an expanded list of tasks categorized by light, moderate, and heavy duties, tailored for specific injuries.

**1. Injuries to the Upper Body (e.g., shoulder, arm, wrist, or hand injuries)**

**Light Duties:**

• Data entry or document preparation (requires minimal hand or arm use).

• Observing safety compliance on-site or virtually.

• Managing inventory lists (using voice-to-text software if typing is limited).

• Providing administrative support like updating work logs or safety checklists.

**Moderate Duties:**

• Painting safety lines on lightweight objects or surfaces (e.g., tools).

• Minor touch-ups using lightweight tools (e.g., caulking or sealants).

• Preparing lightweight materials for roofers (cutting small materials with safety-approved tools).

• Inspecting and flagging damaged materials on roofs or at ground level.

**Heavy Duties:**

• Team-lifting lighter loads where full arm or shoulder motion isn’t required.

• Using non-repetitive actions to assist with setting up lightweight scaffolding or safety equipment.

 **2. Lower Body Injuries (e.g., knee, ankle, or hip injuries)**

**Light Duties:**

• Desk-based tasks, such as updating company policies or drafting incident reports.

• Handling phone calls and scheduling appointments.

• Organizing tools and equipment within easy reach (without bending or squatting).

• Training coordination: watching videos and helping design training programs.

**Moderate Duties:**

• Overseeing ground-level site safety (minimal walking).

• Sorting lighter materials in accessible locations.

• Quality control on completed roofing panels or siding from a stationary position.

**Heavy Duties:**

• Operating stationary equipment such as safety lifts or winches.

• Ground crew tasks like handing supplies to workers in safe and static positions.

**3. Back Injuries (e.g., strain or herniated discs)**

**Light Duties:**

• Inspecting finished roofing work via drones or cameras.

• Assisting with procurement tasks, such as ordering supplies online.

• Conducting training sessions (can be seated or standing).

• Researching new safety tools or trends for presentation to teams.

**Moderate Duties:**

• Setting up lightweight safety barriers around worksites.

• Cleaning and maintaining small tools while seated or supported.

• Labeling or tagging equipment for easy use by workers.

**Heavy Duties:**

• Supervising on-site from a designated safe area.

• Using forklifts or light machinery to move supplies without physical strain.

 **4. Respiratory or Cardiac Conditions**

**Light Duties:**

• Drafting project timelines or preparing compliance documentation.

• Reviewing blueprints or roofing plans with minimal exertion.

• Virtual meetings or coaching workers on safety protocols.

**Moderate Duties:**

• Light cleaning or tool preparation in ventilated areas.

• Sorting materials like shingles or screws for crews.

• Supporting roofers with minor organizational tasks on-site.

**Heavy Duties:**

• Assisting in non-strenuous assembly tasks like securing ladder systems.

• Overseeing work zones from safe distances (e.g., ensuring safety harnesses are used).

**5. Vision Impairments or Eye Injuries**

**Light Duties:**

• Coordinating schedules or transportation for crews.

• Participating in brainstorming sessions for improving safety.

• Writing reports based on verbal observations from colleagues.

**Moderate Duties:**

• Sorting and labeling materials using color-coded systems.

• Cleaning work areas to minimize hazards.

• Training sessions on verbal safety checks for teams.

**Heavy Duties:**

• Supervising workers based on feedback from others.

• Participating in lifting tasks if peripheral vision is sufficient.

**Job Bank of Modified Duties for Roofers That Can Be Done from Home:**

**1. Project Coordination**

• Create schedules for upcoming roofing projects.

• Coordinate materials and deliveries with suppliers.

• Assist with planning and organizing job site logistics.

**2. Documentation and Recordkeeping**

• Update and organize health and safety documents.

• Track and file incident reports or inspection records.

• Maintain accurate timesheets and work logs for team members.

**3. Customer Support**

• Respond to client inquiries via email or phone.

• Provide updates to customers about project timelines or completion dates.

• Handle warranty claims and service requests.

**4. Training Development**

• Create or update training materials for new hires or apprentices.

• Develop toolbox talk presentations or safety meeting outlines.

• Research best practices and industry standards to improve team knowledge.

**5. Marketing and Business Development**

• Manage social media accounts and post updates about completed projects.

• Research potential clients or markets for new business opportunities.

• Draft proposals or bids for future projects.

**6. Safety and Compliance Monitoring**

• Conduct virtual audits of safety practices through video calls or shared photos.

• Review compliance with provincial and company safety standards.

• Create a checklist of safety tips for teams on-site.

**7. Estimating and Invoicing**

• Assist with pricing and estimates for upcoming projects.

• Review contracts or quotes for errors and consistency.

• Help prepare and send invoices to clients.

**8. Virtual Mentorship**

• Offer guidance to team members via video conferencing.

• Provide advice on problem-solving or troubleshooting roof-related issues.

**Professional Development: Investing in Recovery**

Recovery time is also a great opportunity for professional growth. Alberta offers a range of online courses that roofers can take to expand their skills.

**List of Courses for Roofers in Alberta (Available Online):**

**1. Safety and Compliance**

• Occupational Health and Safety Training (Offered by Alberta Labour and Immigration)

• WHMIS (Workplace Hazardous Materials Information System) Certification

• Fall Protection Awareness (Online course offered by various safety training providers in Alberta)

**2. Technical Skills**

• Construction Estimating Basics (Alberta Construction Safety Association or online platforms like LinkedIn Learning)

• Introduction to Building Envelope Science (Provided by NAIT or SAIT online programs)

• Roof Systems Overview for Non-Installers (Canadian Roofing Contractors Association - Online)

**3. Business and Leadership Skills**

• Project Management Essentials (Mount Royal University or Athabasca University - Online)

• Leadership for Supervisors (Offered online through Alberta-based organizations)

• Customer Relations and Communication Skills (Available through LinkedIn Learning or Skillshare)

**4. Technical Certification Upgrades**

• Energy Efficiency and Green Roofing Practices (Green Roofs for Healthy Cities Online Academy)

• Red Seal Exam Preparation for Roofers (SAIT or NAIT online resources)

**5. First Aid and Emergency Response**

• Online Standard First Aid Certification (Theory Only) (Available through St. John Ambulance Alberta)

• Emergency Preparedness Planning (Alberta Emergency Management Agency)

**Incorporating Courses and Modified Work Duties**

This combination of modified duties and educational opportunities allows injured or recovering roofers to remain productive and engaged in the business. It can also help improve skills, prepare for future roles, and foster professional growth.