



POSITION DESCRIPTION

Position Title:	Temporary Lineworker		
Description Number:	5.3.5	Classification:	Temporary
Department:	Engineering and Operations	FLSA Status:	Non-exempt
Date issued/Revised:	January 2023	Employment Status:	Full-time

The following are essential functions of this position and not intended to be all-inclusive. An employee may be directed to perform other reasonably related job duties and responsibilities. LREC reserves the right to revise or change the job duties and responsibilities as the need arises. The position description will be updated accordingly. This position description does not constitute a written or implied contract of employment.

Summary of Position:

Assist the Lineworkers and Equipment Operators in the construction, operation and maintenance of distribution lines and substations.

Leading Self:

1. Communicate Effectively – Express ideas clearly and concisely. Provide information people need to know to do their jobs, and to convey motivation for being a member of the team.
2. Interpersonal Skills – Relate well to all people. Carefully listens to the ideas and suggestions of others. Understands own affect on situations and people. Accurately senses when to give and take when negotiating.
3. Manage Self/Results Oriented – Is action oriented, works hard and uses time and resources effectively and efficiently. Takes initiative, and completes projects.
4. Individual Performance and Technical Knowledge – Has the functional and technical knowledge and skills to do the job safely, efficiently, and productively
5. Continuous Learning – Is self-aware of personal strengths, weaknesses, opportunities, and limits. Is personally committed to and actively works to continuously improve himself/herself
6. Adaptability – Learn quickly when facing new problems. Change approach midstream when something isn't working
7. Customer Focused – Dedicated to meeting the expectations and requirements of internal and external customers
8. Teamwork – Understands and be committed to the goals of the team. Collaborate well with others.
9. Business Focused – Understands LREC's business and the impact of each employee's fair share of work. Uses time and resources to accomplish LREC business objectives.

Job Responsibilities:

1. Become familiar with the general responsibilities and required knowledge inherent in the position.
 - a) Use radio communication equipment in accordance with Federal Communications Commission (FCC) regulations.

- b) Wear proper clothing in all types of weather to maintain good health and maintain acceptable appearance for good member and public relations.
 - c) Give consideration and care to member's property at all times.
 - d) Develop familiarity with all tools commonly used in the trade, keeping personal tools in good repair.
2. Assist the Lineworkers and the Equipment Operators in the performance of their duties.
- a) Assist in pulling cable and rolling out wire.
 - b) Load and unload poles, cables and other materials in the warehouse area, pole yard and onto vehicles and equipment.
 - c) Assist in setting overhead poles by digging and filling holes. Use hydraulic tamping machine to pack dirt around poles. Assist the Journeyman Lineworker in the construction and maintenance of de-energized overhead and underground lines, structures or equipment in accordance with prescribed operating procedures and Lake Region Safety Rules.
 - d) Assist in digging holes for transformers and digging trenches for underground cable. Fill holes and trenches.
 - e) Assist in driving ground rods into the ground.
 - f) Assist in underground clean up at job sites including raking and seeding disturbed area.
 - g) Lawn mowing at sub-stations and headquarters.
 - h) Perform other duties as assigned.

Reporting Relationships:

Reports to:	Assistant Operations Superintendent – Pelican Rapids or Superintendent – Ottetail
Receives directive from:	Lineworkers, Equipment Operators
Supervises:	No one
Directs work of:	No one
External relationships:	Cooperative customers

Specifications:

Education and Experience:

High school diploma or equivalent. Diploma or degree from a recognized electrical lineworker program through a technical college.

Skills and Abilities:

Physical ability to do a variety of manual labor. Speak, read and understand English. Ability to obtain and maintain a Class A Commercial Drivers License.

Additional Expectations:

Position duration will be six months or 1,000 hours, whichever is met first. Overtime may be required to complete the duties as directed. Assistance will be expected during major outages.

Physical Demands and Working Conditions:

Summary:

Work outdoors with great physical exertion, often in poor weather conditions. Frequently lift materials and equipment up to 50 lbs. Occasionally lift items weighing up to 100 lbs. Shovel dirt, work around noisy equipment. Interacts with and take direction from Operations crew members via verbal communication. Work on uneven terrain in fields and along roads, often encountering vehicular traffic.

Definition of frequency examples:

- Frequently – Every day to once a week occurrence.
- Occasionally – Less than once a week or seasonal occurrence.
- Not Applicable – Not likely to happen.

<i>Physical Demands Required to Perform Duties:</i>	
Physical Demands	Frequency Examples
Standing	Frequently
Walking	Frequently
Sitting	Frequently
Lifting, Carrying	Frequently lift equipment and materials weighing up to 50 pounds. Occasionally lift equipment and materials weighing up to 100 pounds.
Twisting, Pushing, Pulling	Frequently
Climbing, Balancing	Occasionally
Kneeling, Crawling	Frequently
Talking	Frequently
Hearing	Frequently
Communication	Frequently
Visual ability	Frequently
Bending	Frequently
Gripping, Grasping	Frequently
Other physical demands	Not applicable
Working Conditions	Frequency Examples
Exposure to outdoor conditions	Frequently
Low visibility	Occasionally
Noise	Occasionally
Moving parts	Frequently
Energized equipment	Frequently
High, exposed places	Not applicable
Radiant energy	Not Applicable
Exposure to chemicals	Not applicable
Vehicular traffic	Occasionally
LED/LCD screens	Not applicable
Slippery conditions	Occasionally
Other environmental conditions	Not Applicable