



POSITION DESCRIPTION

Position Title:	Journeyman Line Worker		
Description Number:	5-3-3	Classification:	Craft Workers
Department:	Engineering and Operations	FLSA Status:	Non-exempt
Date issued/Revised:	May 2026	Employment Status:	Full-time

Summary of Position:

The Journeyman Line Worker supports the safe, reliable, and efficient operation of the Cooperative's electric distribution system through construction, maintenance, and restoration activities. This role performs advanced line work across overhead and underground systems, ensuring service continuity for members. The position plays a key role in outage response and restoration, applying technical expertise to diagnose and resolve system issues. The Journeyman Line Worker partners across operations and field services teams to coordinate work, uphold safety standards, and support Cooperative priorities. This role may also provide direction and support to crew members on assigned projects.

Job Responsibilities:

1. System Construction & Installation

- a. Performs construction of overhead and underground electric distribution systems in accordance with Cooperative standards and specifications
- b. Installs poles, structures, and electrical equipment, including transformers and related components
- c. Performs energized (hot line) work in alignment with safety standards and operational procedures
- d. Locates underground utilities and ensures safe excavation and installation practices

2. System Maintenance & Reliability

- a. Maintains the electric distribution system to ensure safe, reliable service to members
- b. Performs inspection, repair, and replacement of system components, including lines, transformers, and lighting systems
- c. Supports vegetation management and system improvement initiatives to enhance reliability
- d. Identifies and reports system concerns to support proactive maintenance and operational planning

3. Outage Response & Service Restoration

- a. Responds to outages and service interruptions, assessing conditions and determining appropriate restoration actions
- b. Restores power in a safe, efficient, and timely manner to minimize member impact
- c. Communicates effectively with internal teams and members during outage situations
- d. Participates in on-call rotation and emergency response activities as part of utility operations

4. Safety & Compliance

- a. Ensures adherence to safety standards, regulatory requirements, and Cooperative policies
- b. Applies National Electric Safety Code (NESC) and other applicable standards in all work activities
- c. Utilizes personal protective equipment and maintains tools and equipment in safe working condition
- d. Promotes a strong safety culture and supports continuous improvement of safety practices

5. Team Coordination & Operational Support

- a. Provides leadership and guidance to crew members on assigned job sites as needed
- b. Coordinates work activities to support efficient project execution and operational continuity
- c. Maintains familiarity with tools, equipment, and industry practices relevant to line work
- d. Supports positive member and public interactions while working in the field

6. Additional Responsibilities (Location-Specific)

Applies to positions supporting natural gas operations, as assigned.

- a. Responds to calls related to the natural gas distribution system
- b. Performs gas leak investigations and supports repair activities
- c. Provides support during gas-related emergency response situations
- d. Obtains and maintains Operator Qualifications for natural gas operations as required

This position description is intended to describe the general nature and level of work performed and is not an exhaustive list of all responsibilities. The Cooperative reserves the right to assign, modify, or adjust duties as business needs evolve.

This document does not constitute a contract of employment and may be updated as organizational needs change.

Specifications:**Education and Experience:**

- Combination of education and experience equivalent to 6+ years in electric utility line work; completion of a recognized line worker apprenticeship program and experience in electric distribution systems required
- Experience supporting natural gas distribution systems preferred (location-specific)

Skills and Abilities:

- Ability to analyze field conditions and apply sound judgment in decision-making
- Strong understanding of electric distribution system construction, maintenance, and operations
- Ability to perform pole-top rescue in accordance with safety standards
- Ability to safely work on or near energized electrical equipment in accordance with established safety standards
- Ability to interpret technical specifications, safety standards, and system documentation
- Effective communication skills across a variety of audiences, including team members and members
- Ability to operate specialized equipment and tools used in line work
- Ability to work effectively as part of a team and provide guidance in field environments
- Proficiency with relevant software, systems, or tools

Licenses & Certifications:

- Valid driver's license and ability to meet insurability requirements
- Ability to obtain and maintain a Class A Commercial Driver's License (CDL)
- Journeyman Line Worker certification
- Ability to obtain and maintain required safety and technical certifications
- Ability to obtain and maintain Operator Qualifications for natural gas operations, where applicable

Additional Expectations:

- Availability to support operations outside of standard business hours, including nights, weekends, and holidays, particularly during outages, emergencies, or critical operational events
- Participates in on-call rotation and emergency response activities

Physical Requirements, Work Environment & Expectations:**Summary:**

Work is performed in field environments with exposure to exposure to weather, terrain, and operational environments. Work involves sustained physical exertion in outdoor environments, including adverse

weather, uneven terrain, and proximity to traffic and operating equipment. Ability to climb poles and work at heights using bucket trucks or climbing equipment. Ability to lift and move materials and equipment up to 50 pounds regularly and up to 100 pounds occasionally. Ability to perform physically demanding tasks including digging, lifting, and working in confined or elevated positions. Ability to work safely around energized electrical equipment.

This position primarily operates during standard business hours. This position regularly requires work outside of standard business hours, including nights, weekends, and holidays, and participation in an on-call rotation to support outage response, emergency events, and operational needs.

Reporting Relationships:

Reports to:	Superintendent (Pelican Rapids) or Operations Supervisor (Ottertail)
Supervises:	No one
Directs work of:	Assigned crew members
Team members:	Journeyman Line Workers, Equipment Operators, Apprentice Line Workers, Dispatch Supervisor, Operations/Dispatch Specialists, Staking Technicians, and VP Engineering and Operations
External relationships:	Cooperative members, contractors, general public

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 effect 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.

Physical Demands Required to Perform Duties:

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.

Physical Demands	Frequency Examples
Standing	Frequently
Walking	Frequently
Sitting	Frequently

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<ul style="list-style-type: none"> • Frequently – Every day to once a week occurrence. • Occasionally – Less than once a week or seasonal occurrence. • Not Applicable – Not likely to happen. 	
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	Frequently
Kneeling, Crawling	Frequently
Talking	Frequently
Hearing	Frequently exposed to noise level greater than 85 decibels
Communication	Frequently
Visual ability	Frequently
Bending	Frequently
Gripping, Grasping	Frequently
Other physical demands	Must be able to perform pole top rescue. Must be able to work long, extended hours under adverse weather conditions.
Working Conditions	Frequency Examples
Exposure to outdoor conditions	Frequently
Low visibility	Occasionally
Noise	Frequently
Moving parts	Frequently
Energized equipment	Frequently
High, exposed places	Frequently
Radiant energy	Not Applicable
Exposure to chemicals	Frequently
Vehicular traffic	Frequently
LED/LCD screens	Occasionally
Slippery conditions	Frequently
Other environmental conditions	Not Applicable