

Great Lakes Energy - Job Description
Lineworker, Journeyman, or Utility

Department: Line Operations
Classification: Union, Non-Exempt
Reports To: Area Supervisor

Last Updated: 03/13/2018

Classifications:

<input type="checkbox"/> Non-Bargaining Unit	<input type="checkbox"/> Exempt	<input type="checkbox"/> Supervisory	<input type="checkbox"/> Senior Staff
<input checked="" type="checkbox"/> Bargaining Unit	<input checked="" type="checkbox"/> Non-Exempt	<input type="checkbox"/> Non-Supervisory Management	<input type="checkbox"/> Executive Team

Supervises: n/a
Incumbent(s): various

Job descriptions are subject to modification to reasonably accommodate individuals with disabilities, depending on risk to health and safety of the employee and/or others. The basic requirement of every position is to perform all tasks as assigned. Duties and scope of position may change based on needs of the Company. This document does not create an employment contract, implied or otherwise.

GLE staff members are required to work in a safe manner and in accordance with the procedures listed in the Cooperative's Safety Handbook.

Efficient and cooperative work is required of staff, which includes regular, dependable, punctual attendance except when prohibited by law, and timely and accurate performance of duties.

Position Summary:

Professionally maintain, construct and provide emergency restoration of electric distribution system.

Experience/Education:

- High school diploma or equivalence certificate in addition to proficiency with electric distribution system, typically attained through completion of a certified apprenticeship training program, including 7000 of on-the-job training, to be recognized as a utility or journeyman lineworker.
- Valid Michigan driver's license with satisfactory driving record within Company standards.
- Department of Transportation unrestricted Commercial Driver's License (CDL) with group A designation and air brake endorsement.
- Proficient with position specific equipment.

Essential Duties/Responsibilities:

- Complete new power line construction as required, including hauling, framing, and setting of poles and stringing of conductor and install underground cable, terminations and switch gears.
- Maintain, inspect and repair existing power lines of all voltages including cable fault locating and repair; ensure high reliability and timely restoration of the electric distribution system.
- Participate with on-call schedule as required.
- Reasonably respond to after-hours power quality issues and miscellaneous member needs when not actively on-call.
- Document work and record findings as required.
- Participate in the Wolverine Power Cooperative qualified operator training program to become a "first-responder" for substation and transmission line troubleshooting. Be

knowledgeable of the potential hazards and appropriate safety requirements related to substations and transmission facilities.

Significant Duties/Responsibilities:

- n/a

Required Skills:

- Critical Thinking: using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- Speaking: talking to others to convey information effectively.
- Active Listening: giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
- Reading Comprehension: understanding written sentences and paragraphs in work related documents.
- Active Learning: understanding the implications of new information for both current and future problem-solving and decision-making.
- Complex Problem Solving: identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.
- Coordination: adjusting actions in relation to others' actions.
- Climbing: able to climb wood utility poles of varying height.
- Judgment and Decision Making: considering the relative costs and benefits of potential actions to choose the most appropriate one.
- Systems Analysis: determining how a system should work and how changes in conditions, operations, and the environment will affect outcomes.
- Installation: installing equipment, machines, wiring, or programs to meet specifications.
- Troubleshooting: determining causes of operating errors and deciding what to do about it.
- Operation Monitoring: watching gauges, dials, or other indicators to make sure a machine is working properly.
- Operation and Control: controlling operations of equipment or systems.
- Equipment Maintenance: performing routine maintenance on equipment and determining when and what kind of maintenance is needed.
- Equipment Selection: determining the kind of tools and equipment needed to do a job.
- Repairing: repairing machines or systems using the needed tools.
- Operations Analysis: analyzing needs and product requirements to create a design.

Attributes:

- Oral Comprehension: able to listen to and understand information and ideas presented through spoken words and sentences.
- Oral Expression: able to communicate information and ideas in speaking so others will understand.
- Speech Recognition: able to identify and understand the speech of another person.
- Written Comprehension: able to read and understand information and ideas presented in writing.
- Spatial Orientation: able to know one's location in relation to the environment or to know where other objects are in relation to oneself.
- Near Vision: able to see details at close range (within a few feet of the observer).

- Far Vision: able to see details at a distance.
- Visual Color Discrimination: able to match or detect differences between colors, including shades of color and brightness.
- Depth Perception: able to judge which of several objects is closer or farther away from oneself, or to judge the distance between oneself and an object.
- Peripheral Vision: able to see objects or movement of objects to one's side when the eyes are looking ahead.
- Glare Sensitivity: able to see objects in the presence of glare or bright lighting.
- Night Vision: able to see under low light conditions.
- Sound Localization: able to tell the direction from which a sound originated.
- Memorization: able to remember information such as words, numbers, pictures, and procedures.
- Selective Attention: able to concentrate on a task over a period of time without being distracted.
- Problem Sensitivity: able to tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.
- Deductive Reasoning: able to apply general rules to specific problems to produce answers that make sense.
- Inductive Reasoning: able to combine pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events).
- Finger Dexterity: able to make precisely coordinated movements of the fingers of one or both hands to grasp, manipulate, or assemble very small objects.
- Multi-Limb Coordination: able to coordinate two or more limbs (i.e. arms, legs, one of each) while sitting, standing or lying down. Does not involve performing the activities while whole body is in motion.
- Trunk Strength: able to use one's abdominal and lower back muscles to support part of the body repeatedly or continuously over time without "giving out" or fatiguing.
- Extent Flexibility: able to bend, stretch, twist, or reach with one's body, arms, and/or legs.
- Static Strength: able to exert maximum muscle force to lift, push, pull, or carry objects.
- Gross Body Coordination: able to coordinate the movement of one's arms, legs, and torso together when the whole body is in motion.
- Gross Body Equilibrium: able to keep or regain one's body balance or stay upright when in an unstable position.
- Dynamic Strength: able to exert muscle force repeatedly or continuously over time. This involves muscular endurance and resistance to muscle fatigue.
- Rate Control: able to time one's movements or the movement of a piece of equipment in anticipation of changes in the speed and/or direction of a moving object or scene.
- Arm-Hand Steadiness: able to keep hand and arm steady while moving arm or while holding arm and hand in one position.
- Mathematical Reasoning: able to choose the right mathematical methods or formulas to solve a problem.
- Visualization: able to imagine how something will look after it is moved around or when its parts are moved or rearranged.

Additional Preferences:

- Instructing: teaching others how to do something.
- Learning Strategies: selecting and using training/instructional methods and procedures appropriate for the situation when learning or teaching new things.
- Service Orientation: actively looking for ways to help people.

- Social Perceptiveness: being aware of others' reactions and understanding why they react as they do.
- Systems Evaluation: identifying measures or indicators of system performance and the actions needed to improve or correct performance, relative to the goals of the system.
- Persuasion: persuading others to change their minds or behavior.
- Negotiation: bringing others together and trying to reconcile differences.
- Competent with Microsoft Office: Outlook.
- Competent with general office equipment.

Problem Solving and Freedom to Act

Problems are moderately complex. Methods and procedures are loosely defined and require judgment to apply them to the work. Work is varied. Tasks may be unrelated.

Working Relationships/Communications:

Requires contacts for the purpose of developing or communicating plans, coordinating activities or advising others. Gaining acceptance and influencing others may be necessary.

Internal: Peers, management

External: Members, commercial & industrial (C&I) members, state government agencies, federal government agencies, contractors, other utilities and/or municipal systems, emergency response or law enforcement personnel, general public