



INTERCOUNTY ELECTRIC COOPERATIVE ASSOCIATION

Your Touchstone Energy® Cooperative



Title: Laborer
Grade: 3
Position Code(s): 013-072/013-073
Department: Right-of-Way
Status: Full Time
Exemption Status: Non-exempt (hourly)
Reports To: Right of Way Foreman
Supervisory Responsibilities: None
Work Location: Cooperative Headquarters – Licking
Effective Date: March 25, 2024
Replaces (Effective Date): November 9, 2022

General Summary: The laborer performs routine, entry-level duties related to the maintenance, construction, and service of right-of-way for power lines. Responsibilities are performed under direct supervision.

Essential Job Functions: *The following job functions are typical for this classification. Incumbents may not perform all of the listed duties and/or may be required to perform additional or different duties from those set forth below to address business needs and changing business practices.*

1. Operate chain saw, pole pruner, and brush chipper.
2. Perform right of way clearing duties, which may include: ground clearing, cutting, chipping, piling, and other disposal of brush while following safety, health and environmental standards, guidelines, policies and procedures. Inspect right of way in front of equipment to flag obstacles in the right of way (i.e., phone pedestals, guy wire, water and gas meters, etc.)
3. Under direct supervision of a qualified employee, assistance in loading and unloading power poles; digging holes for power poles, using power augers or shovels, setting poles in place, and hoist poles upright, using winches may be required in storm outage or emergency situations.
4. Perform traffic control duties around work area as needed. Performs other related duties as required.

5. Performs other duties as required and/or assigned.

Job Requirements:

Education and Experience:

1. Requires a high school diploma or equivalent.
2. Requires successful completion of a pre-employment drug screening.
3. Requires successful completion of a pre-employment background check.
4. Requires successful completion of a post-offer WorkSTEPS functional employment test.

Certificates, Licenses, Registrations:

1. Must have a valid driver's license.
2. Must obtain a valid Class A CDL within 60 days after being hired.

Preferred:

1. Previous manual work experience desirable.
2. Coursework from an accredited college or technical school.

Knowledge, Skills and Abilities:

1. Ability to interact with customers and other employees in a courteous and proper manner.
2. Ability to read and comprehend simple instructions, short correspondence, and memos.
3. Ability to apply common sense understanding to carry out instructions furnished in written, oral, or diagram form.
4. Ability to successfully complete training in tree felling, traffic flagging, CPR/First Aid and other required training, as needed.
5. Ability to perform manual labor with minimum supervision.
6. Ability to perform highly repetitive and physical functions.
7. Skills to utilize Microsoft Office and mobile device applications preferred.

Physical Demands:

1. Employee lifts/carries 88 pounds occasionally (less than 33% of the time or 1-100 times per day).
2. Employee lifts/carries 15 pounds frequently (34%-66% of the time or 100-500 times per day).
3. Ability to see in the normal visual range with or without correction; vision sufficient to read computer screens and printed documents to operate equipment, and to perform other duties as assigned.
4. Ability to hear in the normal audio range with or without correction.

Work Environment:

1. While performing the duties of this job, the employee regularly exposed to outside weather conditions; moving mechanical parts; high, precarious places; extreme cold; extreme heat; and the risk of electrical shock. The employee is occasionally exposed to wet and/or humid conditions, fumes or airborne particles, and toxic or caustic chemicals. The noise level in the work environment is usually moderate.

2. Job requires significant physical stamina and endurance, including the ability to safely cut, pile, spray and dispose of trees and brush as necessary to maintain adequate right of way clearance for power lines.
3. Job may require overtime work.
4. Job may require occasional overnight travel for training.