



## Arkansas Electric Cooperative, Inc. (AECI)

### Line Worker

(1<sup>st</sup> Class, 2<sup>nd</sup> Class, 3<sup>rd</sup> Class, Apprentice, Foreman, Journeyman in Training, Certified Journeyman)

### Validated Functional Job Description

12/12/2017( Revised 7/7/2019)

#### To Candidate:

This job description describes in detail the physical and environmental demands required to perform the essential duties of a Line Worker. The physical demands of this job are classified as medium using U.S. Department of Labor criteria. It is important that you are physically able to perform this job safely. After reviewing this functional job description, please sign this document on the last page and indicate whether you believe that you can or cannot perform the essential duties of this job safely. If you believe that you have a disability which may cause a workplace limitation to performing any functional job duties, you should contact Human Resources.



#### I. General Job Description

##### Foreman:

Supervises the work of a crew involved in construction and maintenance of distribution and transmission power lines. Supervises line crews in framing, setting poles and installing conductors on energized or de-energized lines. Submits work and other required reports to the Construction office on a weekly basis. Has a good understanding of safety rules and company policies and promotes good relations with other crew members, patron cooperatives and the general public. Supplies general foreman with information on materials needed on a timely basis. Interprets construction plans and specification of work to be performed and inspects work to insure compliance with these specifications. Sees that preventative maintenance of equipment is accomplished. Maintains contact with the construction office on at least a bi-weekly basis to advise of progress, job related problems, and material and equipment needs. Has a good understanding of safety rules and company policies and promotes good relations with other crew members, patron cooperatives and the general public. Performs the duties and responsibilities common to all in managerial or supervisory position. Prepares and submits employment records and to office. Perform any other related duties as required or assigned.

##### 1<sup>st</sup> Class Line Worker, Journeyman in Training, Certified Journeyman:

Installs poles, conductor, transformers, meters, hardware on energized lines or de-energized lines in keeping with specifications and customer requirements. Reviews plans and specifications. Has a good understanding of safety rules and company policies and promotes good relations with other crew members, patron cooperatives and general public. Operates bucket truck digger-derrick and other equipment on job site, as required. Informs supervisor of equipment and materials required to complete jobs. Assists foreman in carrying out work plan. Trains other crew members in construction of electrical systems as directed by crew foreman. Performs basic maintenance on equipment. Perform any other related duties as required or assigned.

##### 2<sup>nd</sup> Line Worker:

Assist 1<sup>st</sup> class lineman and crew foreman in installing poles, conductors, transformers, meters and hardware on energized or de-energized lines in keeping with the specifications and customer requirements. Has a good understanding of safety rules and company policies and promotes good relations with other

crew members, patron cooperatives and the general public. Operates bucket truck, digger-derrick, or other equipment as required by the foreman. May be required to operate a vehicle with a GVW rating in excess of 26,000 pounds requiring a CDL license. Must be able to perform basic general maintenance of vehicles used to perform assigned duties. Must have working knowledge of RUS distribution and transmission specifications for electric system. Must be able to travel to various locations in and out of the state and stay overnight as required. Required to work extra hours when necessary and during non-scheduled working periods. Works in extreme temperatures. Must have or be able to obtain CPR and First Aid Training. Performs other related duties as required for the effective and efficient operation of the Construction Department. Perform any other related duties as required or assigned.

### **3<sup>rd</sup> Line Worker:**

Constructs and maintains electrical distribution and transmission lines. Frames and installs poles on distribution and transmission. Installs anchors. Has a good understanding of safety rules and company policies and promotes good relations with other crew members, patron cooperatives and the general public. Assists lineman on pole by sending up materials. Operates vehicles as directed by foreman. Climbs energized and de-energized poles as directed by foreman or 1<sup>st</sup> class lineman. Maintains jobsite in a neat and orderly condition. Perform any other related duties as required or assigned.

### **Apprentice Line Worker:**

Construct and maintain electrical distribution and transmission lines in a learning position to the extent of experience available. Frames and installs poles on distribution and transmission. Installs anchors. Has good understanding of safety rules and company policies and promotes good relations with other crew members, patron cooperatives and the general public. Assists lineman on pole by sending up materials. Operates vehicles as directed by foreman. Climbs energized and de-energized poles as directed by foreman or 1<sup>st</sup> class lineman. Maintains jobsite in a neat and orderly condition. Perform any other related duties as required or assigned.

## **II. Physical Demand Requirements for Safe Job Performance**

Specific physical demands described in this functional job description have been validated by on-site job analyses involving, job shadowing, direct measurements and employee surveys. These physical demands are determined to represent essential functions of this job. This functional job description may not be inclusive of all physical and environmental demands of the job as job conditions may vary. However, the employee is expected to seek assistance if any functional demand requirements exceeding those listed herein are encountered on the job and cannot be performed safely. The following information is a synopsis of key essential physical demand requirements of this job as determined by a detailed job analysis:

- 01. STANDING / WALKING:** Employee must have the ability to stand and walk for prolonged periods of time, and be able to walk over uneven terrain with functional balance that does not require any special assistive devices.
- 02. SITTING:** Employee must have the ability to sit for sustained periods of time when driving to work locations.
- 03. AGILITY DEMANDS:** Employee must be able to move the extremities and spine through a functional range of motion that will permit work to be safely performed from ground/floor level to full overhead level. Working in awkward postures to include flexing and twisting of the body, stooping, kneeling, and squatting while simultaneously reaching is required for this job.
- 04. COORDINATION/ POSITION SENSE/BALANCE:** Employee must have general functional body and extremity coordination to handle materials and/or tools and sense of body position and balance.

- 05. DEXTERITY DEMANDS:** Employee must have good finger dexterity to manipulate small items and functional hand-eye coordination. Employee must be able to safely use one and two hands throughout the work period when handling tools and materials for conducting maintenance and repairs.
- 06. GRIP STRENGTH DEMANDS:** Employee must have adequate functional grip strength to use tools and safely lift and carry various parts and equipment throughout the work day (i.e., must be able to conduct these tasks without compensatory motions of the body that create unsafe stresses on the body). Employee must be able to functionally grip with adequate strength to safely hold onto railings of stairs and ladders while climbing.
- 07. CLIMBING:** Employee must have adequate strength and coordination to safely climb on equipment, stairs, slanted ladders, vertical ladders, angled ramps. Employee must be able to safely hold onto railings of stairs with one hand and the rungs of a ladder with two hands when climbing.
- 08. CARDIORESPIRATORY DEMANDS:** Employee must have sufficient cardiorespiratory fitness to be able to perform physically demanding activities such as lifting, carrying, pushing, pulling, standing, walking, using tools and climbing stairs and vertical ladders with possible exposure to extremes in temperature.
- 09. MINIMUM ESSENTIAL PHYSICAL CAPACITIES REQUIRED FOR JOB PLACEMENT:**  
The essential functions for job placement are based on a job physical demands validation analyses. The essential functional abilities required to perform this job safely take into consideration mechanical and personnel assistance that can be reasonably offered or made available without adversely affecting job productivity standards and/or creating an undue hardship on the employer. The employer will consider accommodations for persons with covered disabilities.

A conditional job offer may be withdrawn when a person is unable to demonstrate sufficient physical abilities to perform the minimum essential functional demands of the job safely and/or poses an immediate threat of harm to self or other workers.

Based on a physical demand validation performed for this job by an independent ergonomic consultant, prior to job placement, an individual may be required to undergo a job-specific post-offer, pre-placement functional capacities examination to demonstrate that he/she can safely perform the following tests:

**Lifting Abilities:**

- Lift with 2 hands from floor to knuckles: 50 lbs x 2
- Lift with 2 hands from floor to waist: 50 lbs x 2
- Lift with 2 hands from floor to shoulders: 40 lbs x 2
- Lift with 2 hands from floor to crown: 20 lbs x 2

**Carrying Abilities:**

- Carry with 2 hands at self-selected height: 50 lbs for a distance of 150 feet

**Stair / Ladder Climbing Abilities:**

- Stair Climb: Climb up and down a total of 3 steps x 5 reps
- Ladder climb Test: Climb up and down 5 rungs x 5 reps

**Agilities:**

- Stooping and Twisting:** From standing, perform alternate toe touches x 5 to each side
- Kneeling:** From standing, kneel on one knee, return to full standing and then kneel on opposite knee. Repeat kneeling test x 3, each knee
- Sustained Squatting:** From standing, lower body into a functional squat position and hold posture for 30 seconds
- Repetitive Squatting:** Repeat squats x 3 reps

Note: This functional job description may be reviewed and revised periodically as Company deems appropriate. The basis for the physical demand requirements are described in the sections of this functional job description that follow. Frequency of material handling may vary considerably depending on operational conditions. In certain situations the physical demands for certain jobs may actually exceed those listed above. However, the employee is expected to seek assistance if material handling requirements cannot be performed safely.

**III. General Physical Activities**

<b>Activity:</b>	<b>O</b>	<b>F</b>	<b>C</b>	<b>N</b>	<b>Activity:</b>	<b>O</b>	<b>F</b>	<b>C</b>	<b>N</b>
01. Standing	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	13. Seeing – Reading	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
02. Walking	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	14. Reaching, High, Low, Level	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
03. Sitting	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	15. Hearing - Speech Range	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
04. Stooping	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	16. Depth Perception	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
05. Kneeling	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	17. Color Vision	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
06. Squatting	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	18. Lifting	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
07. Body Twisting	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	19. Carrying	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
08. Crawling	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	20. Pushing	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
09. Sense of Touch	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	21. Pulling	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Manual Dexterity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	22. Climbing Ladders	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Speaking Clearly	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	23. Climbing Stairs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Seeing Distant	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	24. Balancing	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**FREQUENCY KEY:**

- O - Occasionally, less than 33% of work time**
- F - Frequently, 34 - 66% of the work time**
- C - Constantly , 67% - 100% of the time**
- N - Not a significant part of the job**

**IV. Special Comments Related to Essential Physical Activities**

**Other:** Must be able to work Monday – Thursdays 7:00 am – 5:30 pm (standard). Expected flexibility for overnight assignments and extra hours during non-scheduled weekly periods.

**Shoveling:** Must be able to shovel during the workday.

**V. Environmental Requirements**

The work environment characteristics described here are representative of those that the employee encounters while performing the essential functions of this job. The work environment could vary depending on the location of the job. For those jobs that are remote or isolated from immediate medical care, the environmental conditions are considered an essential function of the job. Additionally, for those jobs that are performed in extreme climates, the ability to safely perform the duties in those conditions is also considered an essential function of the job.

	<b>O</b>	<b>F</b>	<b>C</b>	<b>N</b>
01. Extreme Cold - Below 30 ° F	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
02. Extreme Heat - Above 100 ° F	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
03. Dryness	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
04. Wetness	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
05. Humidity - Above 90%	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
06. Noise - Over 85 Decibels	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
07. Respirator - Breathing Apparatus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
08. Confined/Cramped Spaces	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
09. Elevated Heights	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Working Around/With People	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
11. Working Alone	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

**FREQUENCY KEY:**

- O** - Occasionally, less than 33% of work time
- F** - Frequently, 34 - 66% of the work time
- C** - Constantly, 67% - 100% of the time
- N** - Not a significant part of the job

**VI. Airborne Contaminants & Chemicals in Work Environment**

Potential exposures in the work environment include, but are not limited to: organic carbons (VOC), combustion exhaust, dust, silica.

The facility maintains an accessible chemical inventory and associated Safety Data Sheets that can be used to find more detailed hazard information.

**VII. Validated Essential Material Handling Requirements**

<b>A. Lifting – Essential Requirements</b>			
<b>Floor to Knuckle Level Lifts</b>			
<b>Lifting Method</b>	<b>Weight/Force</b>	<b>Frequency</b>	<b>Materials / Tool / Procedure</b>
Two Person; Two Handed	50 lbs each	Occasionally	Line Wire (Total WT: 100 lbs)
Two Handed	40 lbs	Occasionally	Phase Dolly
One-Two Handed	30 lbs	Occasionally	Outrigger Pads
One-Two Handed	30 lbs	Frequently	Safety Cones (6)

One-Two Handed	25 lbs	Occasionally	Copper Wire
One-Two Handed	25 lbs	Occasionally	Aluminum Wire
One-Two Handed	20 lbs	Occasionally	Overhead Line Rubber Guards
One-Two Handed	20 lbs	Occasionally	Bracket Arms
One-Two Handed	20 lbs	Occasional	Ceramic Components
One-Two Handed	20 lbs	Occasionally	Tool Belt/Bag
One-Two Handed	17 lbs	Occasionally	Digging Bar
One-Two Handed	16 lbs	Occasionally	Gas Drill
One-Two Handed	15 lbs	Occasionally	Pneumatic Tamp
Two Handed	12-15 lbs	Occasionally	Sledge Hammer
One-Two Handed	10 lbs	Occasionally	Long Handled Post Hole Digger
One-Two Handed	10 lbs	Occasionally	Chock Blocks
One-Two Handed	10 lbs	Occasionally	Safety Flag
One-Two Handed	7 lbs	Occasionally	Post Hole Digger
One-Two Handed	7 lbs	Occasionally	Electric Drill
One-Two Handed	5 lbs	Frequently	Nuts/Bolts/Brackets/Staples
One-Two Handed	5 lbs	Occasional	Pole Clamp
One-Two Handed	4 lbs	Frequently	Standard Shovel
One Handed	1-2 lbs	Frequently	Hammer , Pliers, Wrench
One-Two Handed	2 lbs	Frequently	Short Spade Shovel
<b>Floor to Waist Level Lifts</b>			
<b>Lifting Methods</b>	<b>Weight/Force</b>	<b>Frequency</b>	<b>Materials / Tool / Procedure</b>
Two Person; Two Handed	50 lbs each	Occasionally	Line Wire (Total WT: 100 lbs)
Two Handed	40 lbs	Occasionally	Phase Dolly
One-Two Handed	30 lbs	Occasionally	Outrigger Pads
One-Two Handed	30 lbs	Frequently	Safety Cones (6)
One-Two Handed	25 lbs	Occasionally	Copper Wire
One-Two Handed	25 lbs	Occasionally	Aluminum Wire
One-Two Handed	20 lbs	Occasionally	Overhead Line Rubber Guards
One-Two Handed	20 lbs	Occasionally	Bracket Arms
One-Two Handed	20 lbs	Occasional	Ceramic Components
One-Two Handed	20 lbs	Occasionally	Tool Belt/Bag
One-Two Handed	17 lbs	Occasionally	Digging Bar

One-Two Handed	16 lbs	Occasionally	Gas Drill
One-Two Handed	15 lbs	Occasionally	Pneumatic Tamp
Two Handed	12-15 lbs	Occasionally	Sledge Hammer
One-Two Handed	10 lbs	Occasionally	Long Handled Post Hole Digger
One-Two Handed	10 lbs	Occasionally	Chock Blocks
One-Two Handed	10 lbs	Occasionally	Safety Flag
One-Two Handed	7 lbs	Occasionally	Post Hole Digger
One-Two Handed	7 lbs	Occasionally	Electric Drill
One-Two Handed	5 lbs	Frequently	Nuts/Bolts/Brackets/Staples
One-Two Handed	5 lbs	Occasional	Pole Clamp
One-Two Handed	4 lbs	Frequently	Standard Shovel
One Handed	1-2 lbs	Frequently	Hammer, Pliers, Wrench
One-Two Handed	2 lbs	Frequently	Short Spade Shovel
<b>Floor to Shoulder Level Lifts</b>			
<b>Lifting Methods</b>	<b>Weight/Force</b>	<b>Frequency</b>	<b>Materials / Tool / Procedure</b>
Two Handed	40 lbs	Occasionally	Phase Dolly
One-Two Handed	25 lbs	Occasionally	Copper Wire
One-Two Handed	25 lbs	Occasionally	Aluminum Wire
One-Two Handed	20 lbs	Occasionally	Overhead Line Rubber Guards
One-Two Handed	20 lbs	Occasionally	Tool Belt/Bag
One-Two Handed	17 lbs	Occasionally	Digging Bar
One-Two Handed	16 lbs	Occasionally	Gas Drill
One-Two Handed	10 lbs	Occasionally	Long Handled Post Hole Digger
One-Two Handed	7 lbs	Occasionally	Post Hole Digger
One-Two Handed	7 lbs	Occasionally	Electric Drill
One-Two Handed	5 lbs	Frequently	Nuts/Bolts/Brackets/Staples
<b>Floor to Crown Level Lifts</b>			
<b>Lifting Methods</b>	<b>Weight/Force</b>	<b>Frequency</b>	<b>Materials / Tool / Procedure</b>
One-Two Handed	20 lbs	Occasionally	Overhead Line Rubber Guards
One-Two Handed	17 lbs	Occasionally	Digging Bar
One-Two Handed	16 lbs	Occasionally	Gas Drill
One-Two Handed	5 lbs	Frequently	Nuts/Bolts/Brackets/Staples

<b>B. Carrying</b>					
Method	Weight	Coupling	Distance	Frequency	Material / Tool
Two Person; Two Handed	50 lbs each	Fair	150 ft	Occasionally	Line Wire (Total WT: 100 lbs)
One-Two Handed	40 lbs	Fair	150 ft	Occasionally	Phase Dolly
One-Two Handed	30 lbs	Fair	200 ft	Frequently	Safety Cones (6)
One-Two Handed	25 lbs	Good	50 ft	Occasionally	Copper Wire

<b>C. Pushing / Pulling - Peak Forces</b>				
Push Force	Pull Force	Frequency	Hand Position	Material/Tool:
35 lbs	N/A	Occasionally	Varies	Drill Bit
35 lbs	N/A	Rarely	Varies	Push Electric Pole
N/A	32 lbs	Occasionally	Varies	Tool Drawer
35 lbs	35 lbs	Occasionally	Varies	Line Wire
30 lbs	30 lbs	Occasionally	Varies	Shovel/Picks

**FREQUENCY KEY:**

**O** - Occasionally, less than 33% of work time  
**F** - Frequently, 34 - 66% of the work time  
**C** - Constantly, 67% - 100% of the time  
**N** - Not a significant part of the job

**VIII. Physical Demand Level (PDL) Description**

FREQUENCY	Sedentary	Sed-Light	Light	Light-Med	Medium	Med-Heavy	Heavy	Very Heavy
<b>O - Occasional</b> 1 - 33%	10 lbs	15 lbs	20 lbs	35 lbs	50 lbs	75 lbs	100 lbs	> 100 lbs
<b>F - Frequent</b> 34 - 66%	----	7 lbs	10 lbs	17 lbs	25 lbs	37 lbs	50 lbs	> 50 lbs
<b>C - Constant</b> 67% +	----	----	-----	5 lbs	10 lbs	15 lbs	20 lbs	> 20 lbs
	Sit	Sit/ Stand	Stand/ Walk	Stand/ Walk	Stand/ Walk	Stand/ Walk	Stand/ Walk	Stand/ Walk

**IX. Physical Demand Level Classification**

Employees identified in this document must be able to safely perform up to medium physical labor as classified by the United States Departments of Labor. Physical demands typically involve walking, bending, reaching, climbing, lifting, carrying, pushing, and pulling.

**X. Cardiorespiratory Demands**

Employee must have sufficient cardiorespiratory fitness to perform the essential functions of this job safely. Employee must be able to safely tolerate medium demands on the cardiorespiratory system related to material handling and constant standing and frequent walking.



## XI. Energy Expenditure

Employee must have an aerobic capacity sufficient for energy expenditure of 3.6-5.5 METS which is consistent with a PDL classification of medium as classified by the United States Department of Labor.

PDL:	HEART RATE:	ENERGY EXPENDITURE
SEDENTARY	70 – 80	1.5-2.1 METS
LIGHT	81 – 90	2.2-3.5 METS
MEDIUM	91 – 110	3.6-5.5 METS
HEAVY	111- 130	5.6-7.5 METS
VERY HEAVY	Over 130	Over 7.5 METS

METS - Job demands can be expressed in METS, or metabolic equivalents, related to a person's resting oxygen usage, and compared to the worker's performance on a comparable aerobic capacity test.

## XII. Validated Materials Handled and Weights (Lbs)

Material weights and handling forces have been accurately measured and determined to be representative of the type of materials and forces required to perform the essential duties of work performed by employees identified in this document. The primary physical demands observed and measured during this analysis included lifting, carrying, pushing, and pulling.

No.	Description	Weight in Lbs / Force in F-Lbs
01.	Line Wire	100 lbs
02.	Phase Dolly	40 lbs
03.	Outrigger Pads	30 lbs
04.	Safety Cones (6)	30 lbs
05.	Copper Wire	25 lbs
06.	Aluminum Wire	25 lbs
07.	Overhead Line Rubber Guards	20 lbs
08.	Bracket Arms	20 lbs
09.	Ceramic Components	20 lbs
10.	Tool Belt/Bag	20 lbs
11.	Digging Bar	17 lbs
12.	Gas Drill	16 lbs
13.	Pneumatic Tamp	15 lbs
14.	Sledge Hammer	12-15 lbs
15.	Long Handled Post Hole Digger	10 lbs
16.	Chock Blocks	10 lbs
17.	Safety Flag	10 lbs
18.	Post Hole Digger	7 lbs
19.	Electric Drill	7 lbs
20.	Nuts/Bolts/Brackets/Staples	5 lbs
21.	Pole Clamp	5 lbs
22.	Standard Shovel	4 lbs
23.	Hammer , Pliers, Wrench	1-2 lbs
24.	Short Spade Shovel	2 lbs

### XIII. Special Requirements

1. Must be able to wear necessary PPE as per task assigned.
2. Must be able to work in extreme temperatures (hot or cold).
3. Must be able to work in remote locations which may not have immediate access to medical care.
4. Must be able to carry all personal supplies, luggage, and specialty gear when travelling to remote locations.

### XIV. Guidelines for Physical Demand Validation (PDV) Analysis





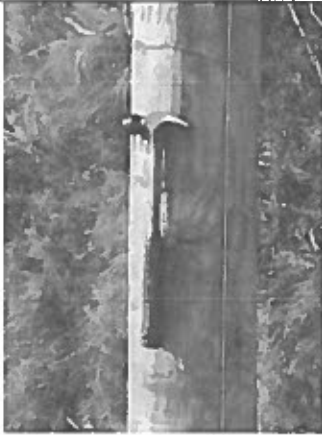

Physical demand validation analysis was performed based on guidelines established by the United States Department of Labor (USDOL) and the Occupational Safety and Health Administration (OSHA). Validation of physical demands of job tasks is required for developing an accurate and valid functional job description as required by guidelines consistent with the Americans with Disabilities Act (ADA) and EEOC regulations for fair hiring practices. The physical demands described in this functional job description represent typical physical demand requirements of job tasks analyzed. Physical demands may at times exceed those identified in this report. Employees are required to adhere to all safety guidelines established by the employer and seek assistance to perform any task which they may feel exceeds their safe capacities to perform.







### XV. Methods of PDV Analysis

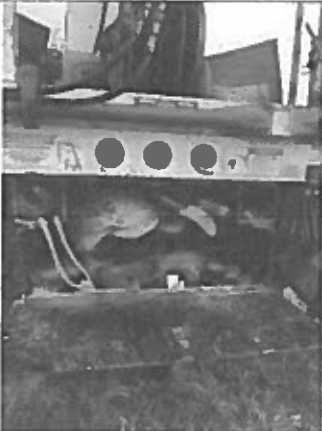

1. Personal interview, questionnaires, and on-site direct observation of job activities.
2. Measurements of material handling forces using push-pull dynamometers and weight scales.
3. Measurements of material dimensions, distances, heights, and reaches using tape measures.
4. Photography

Physical demand validation analysis was performed under the direction of Trevor Bardarson PT, OCS, CBES & Richard W. Bunch. Ph.D., P.T., C.B.E.S., WorkSaver Employee Testing Systems, LLC.

**XVI. Photographic Records**

	
<p>Employee must be able to lift and carry copper wire weighing 25 lbs.</p>	<p>Employee must be able to kneel throughout the workday.</p>
	
<p>Employee must be able to have good hand dexterity.</p>	<p>Must be able to lift a Long-handled post hole digger weighing 7 lbs.</p>
	
<p>Must be able to lift a hammer weighing 2 lbs.</p>	<p>Employee must be able to lift a pneumatic tamp weighing 15 lbs.</p>

	
<p>Employee must be able to climb in and out of truck cab throughout the workday.</p>	<p>Employee must be able to climb up and down the back of the work truck throughout the workday.</p>
	
<p>Employee must be able to climb up and down side entrance of work truck throughout the workday.</p>	<p>Employee must be able to climb up and down 3 steps to enter hoist driver seat.</p>
	
<p>Employee must be able to lift safety cones (6) weighing 30 lbs.</p>	<p>Employee must be able to lift and operate a gas drill weighing</p>

		
Employee must be able to push/pull using 30 lbs of peak force when using shovels and rods.		Employee must be able to navigate rough terrain with a vehicle.

**FOR CANDIDATE:**

Once you have completed reading the entire job description, please read and sign off on the appropriate response below:

I believe I am capable of safely performing the essential duties of this position.

I do not believe that I am capable of safely performing the essential duties of this position.

Note: If you believe that you have a disability which may cause a workplace limitation to performing any functional job duties, please inform Human Resources. Reasonable work accommodations may or may not be available. Employers are not required to provide work accommodations that create an undue hardship.

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date



**Subject Matter Expert Review**

By my signature below I warrant, based on my work experience and detailed personal knowledge of the job described in this functional job description, that the information in this document accurately reflects the essential functions of this job:

1. <u>Heith Barger</u>	<u>Construction Manager</u>	<u>6</u>
Printed Name	Job Title	Years in Position

<u>501-920-2009</u>	<u>Heith Barger</u>	<u>8/8/19</u>
Telephone Number	Signature	Date of Review

2. <u>Keith Brown</u>	<u>Dir - Corp Safety</u>	<u>6</u>
Printed Name	Job Title	Years in Position

<u>501-570-2426</u>	<u>[Signature]</u>	<u>8/25/19</u>
Telephone Number	Signature	Date of Review

3. <u>Melissa Duon</u>	<u>Manager - Employee Relations</u>	<u>5</u>
Printed Name	Job Title	Years in Position

<u>501-570-2283</u>	<u>Melissa Duon</u>	<u>8/17/19</u>
Telephone Number	Signature	Date of Review

4. <u>Kevin Riddle</u>	<u>MANAGER</u>	<u>1 year</u>
Printed Name	Job Title	Years in Position

<u>501-218-6819</u>	<u>[Signature]</u>	<u>9/18/19</u>
Telephone Number	Signature	Date of Review

5. _____	_____	_____
Printed Name	Job Title	Years in Position

_____	_____	<u> / /</u>
Telephone Number	Signature	Date of Review

6. _____	_____	_____
Printed Name	Job Title	Years in Position

_____	_____	<u> / /</u>
Telephone Number	Signature	Date of Review

7. _____	_____	_____
Printed Name	Job Title	Years in Position

_____	_____	<u> / /</u>
Telephone Number	Signature	Date of Review