

## Arab Electric Cooperative

### POSITION DESCRIPTION

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<b>Position:</b>	Right of Way Trimmer and Equipment Operator
<b>Immediate Supervisor:</b>	Manager, Right of Way
<b>Direct Reports:</b>	None
<b>Compensation:</b>	Hourly

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#### **Position Summary**

This is a *safety sensitive position*, which requires a regular progression of training and experience, each step being accumulative of all previous levels. All activities related to these positions relate to one specific objective:

The provision of the specialized technical skills necessary for the effective right of way (ROW) maintenance for a reliable electric system for the benefit of our Member-owners. *Safety sensitive positions* are those where a momentary lapse of concentration can result in serious injury or death, injury to the public or environmental consequences.

*Safety sensitive positions* are typically held by individuals with significant dedication to maintaining and operating a reliable and safe power supply.

#### **Essential Job Functions**

- Operate small power equipment on a regular basis. (Chainsaw, weed eater, lawnmowers, etc.)
- Spot and guide heavy equipment such as a tractor or skid loader type machine.
- Remove all trees and debris in areas specified by the Right of Way Coordinator.
- Use tow behind gas chipper on designated areas to clean up debris and trimmings.
- Keep all assigned equipment cleaned and in good working condition.
- Maintain the upmost safety while working near power lines.
- Use good judgement and reason to determine the most effective ways to clear an assigned area.
- Learn and become proficient in heavy equipment operations.
- Ability to drive a company vehicle as well as towing a trailer from time to time.
- Attends and participates in training programs for improvement of job knowledge, skill and safety.
- Any and all other duties that may be assigned.

#### **Education and Experience**

- High School Diploma or GED preferred

### **Knowledge, Skills, & Abilities Required**

- Currently possess or have the ability to obtain a Class A or above Commercial Driver's License within six months of hire date.
- Aptitude for appropriate interaction with public, our members, as needed from time to time.
- Basic understanding of power hand tools and maintenance.
- Mental ability to learn new tasks and skills after proof of work ethic is evaluated.
- Critical thinking ability to perform given tasks the most efficient way possible.

### **Critical Success Factors**

- Safety related thinking at all times.
- Desire to receive and offer critical feedback when appropriate
- Have the mental aptitude to take on further tasks in the future.

### **This position requires Fitness for Duty Determinations Based on DOT Regulations and Arab Electric Cooperative Job Description**

Job Relatedness and Business Necessity standards under the ADA:

FMLA § 825.312 Fitness-for-duty certification as well as state and federal, state laws, unemployment compensation laws, and employee handbook provisions are designed to inform all employees of the necessity of operating a safe work place environment for the benefit of the Cooperative Members and Employees at all times. The goal for compliance in all of these areas is the safety of all persons.

2014 American College of Occupational and Environmental Medicine guidelines state, "Acute or chronic opioid use is not recommended for patients who perform safety-sensitive jobs. These jobs include operating motor vehicles, other modes of transportation, forklift driving, overhead crane operation, heavy equipment operation, sharps work (eg, knives, box cutters, needles), work with injury risks (eg, heights) and tasks involving high levels of cognitive function and judgment. Conclusion: Quality evidence consistently demonstrates increased risk of vehicle crashes ... " JOEM Volume 56, Number 7, July 2014. All DOT regulated positions are considered safety sensitive by regulation. For those in non-DOT positions, a recognized definition: Safety-sensitive employees are those employees who discharge duties so fraught with risks of injury to self or others, environmental injury and/or property damage that even a momentary lapse of attention can have disastrous consequences. It is an essential job function safety rule applicable to every employee working in a safety sensitive classified position to be able to work in a constant state of alertness and in a safe manner.

### **Opiates - Work related impact of Opioid Intoxication (by C.B. Thuss, Jr. M.D., MRO, ME, Occupational Physician)**

- Somnolence (Sleepiness, the state of feeling drowsy, ready to fall asleep,

- nodding off)
- Extreme Fatigue
- Decreased ability to concentrate
- Dizziness and mental confusion
- Slowed reflexes and impaired coordination
- Increased response time to stimuli
- All opiates are physically and psychologically addictive and can cause severe withdrawal symptoms

**Workplace Related Impairing Effects of Marijuana (by C.B. Thuss, Jr. M.D. MRO, ME, Occupational Physician) Include:**

- Inability to accurately gauge lengths of time and distance
- Impairment of hearing and vision and short-term memory
- Inability to cope with sudden changes in surrounding and/or emergency situations
- Loss of balance
- Visual and/or auditory hallucinations
- Non-caring, uncommitted, unconcerned attitude

**Essential Licenses, Certifications, Registrations and Insurability**

All Drivers must have a current commercial driver's license (CDL) and possess a current DOT Medical Card issued by a Certified Medical Examiner in accordance with the standards set forth in 49 CFR PART 391-QUALIFICATIONS OF DRIVERS AND LONGER COMBINATION VEHICLE (LCV) DRIVER INSTRUCTORS. Federal regulations require random testing of Drivers for drug or alcohol use. Drivers must be insurable at standard rates.

**FMCSA Driver Fitness for Duty Statement to be included in Cooperative FMCSA Policy:**

The DOT regulations make clear that the Cooperative, as a DOT regulated employer, makes the final determination of who is a qualified individual to drive a commercial motor vehicle. 49 CFR § 391.1 l(a). The Cooperative shall not permit a person to drive a commercial motor vehicle unless the person meets all DOT minimum qualifications and such other more stringent qualifications and requirements relating to safety of operation and employee safety and health. The Cooperative may use the services of independent Medical Examiners, Medical Review Officers and Occupational Physicians to make its final determinations.

**FMCSA Driver** Safety Rule requiring mandatory reporting by Drivers of off - duty DUI and Drug Offense Arrest and/or Conviction. In accordance with the authority granted to the Cooperative by the DOT in 49 CFR 382.111 to imposed other requirements to prevent alcohol misuse by Drivers, it is mandatory that Drivers disclose to their supervisor by the end of the business day, arrest and/or convictions for all alcohol and/or drug related offenses committed while operating any motor vehicle, which is directly related to the qualifications to operate a CMV. This will allow the Cooperative to immediately remove from safety sensitive functions, Drivers who have engaged in off - duty unsafe behavior

related to alcohol or drug misuse (which is directly related to their safety sensitive functions performed for the Cooperative), and to make determinations as follows: 1) if the Driver is fit for duty; 2) if the Driver is still qualified under DOT regulations to operate a CMV for the Cooperative; 3) if the Driver is still insurable at standard rates under the Cooperative fleet policy; and 4) if the Driver can still meet the essential job functions for the position of Driver. It is an Essential Job Function of every DOT regulated Driver that they be qualified and licensed to operate a CMV without the use of a judicially ordered interlocking device, or similar device as part of a diversion or conviction for an alcohol related offence.

### **Essential Physical Demands**

- Hand-eye coordination. Driving a commercial motor vehicle requires the controlled use of multiple limbs on the basis of what a person observes. Federal regulations require drivers to have normal use of their arms and legs.
- Hearing ability. Drivers need good hearing. Federal regulations require the ability to hear a forced whisper in one ear at five feet (with or without the use of a hearing aid).
- Patience. Because of possible traffic congestion. Drivers are put in stressful situations and must be able to continue to calmly operate their CMV.
- Physical health. Federal regulations do not allow people to become a Driver if they have a medical condition that may interfere with their operation of a CMV, such as high blood pressure or epilepsy.
- Visual ability. Drivers must be able to pass vision tests. Federal regulations require at least 20/40 vision with a 70-degree field of vision in each eye, and the ability to distinguish colors on a traffic light.
- While performing the duties of this job, the employee is frequently required to sit for long periods of time, stand, walk, use hands to fingers, handle, or feel and reach with hands and arms, and talk or hear, see and inspect, and bend. The employee must lift and/or move up to 50 pounds.

### **Essential Mental Functions**

- Positive Attitude
- Demonstrated past and present ability to safely operate a CMV
- Can read, understand, hear, and apply written and spoken directions
- Work in a constant state of alertness and safe manner
- Ability to work in an unfatigued state
- Ability to accurately gauge lengths of time and distance
- Ability to quickly store and recall instructions in one's short term memory
- Ability to concentrate
- Ability to cope with sudden changes in surrounding and/or emergency situations and/or alarms
- Demonstrated caring, committed and concerned attitude about safety
- Ability to rapidly respond to stimuli
- Possess fast reflexes and unimpaired coordination
- Ability to perform tasks involving high levels of cognitive function and judgment

- Not mentally or physically impaired from any cause that can adversely affect ability to safely and competently perform the DOT regulated functions
- Ability to take prompt and appropriate response to operating conditions
- Not mentally or physically impaired from any cause that can adversely affect ability to safely and competently perform the DOT regulated functions
- Ability to work in an unfatigued state

### **Education and Experience**

High school diploma or GED preferred

### **Knowledge, Skills, & Abilities Required**

- Aptitude for appropriate interaction with public
- Skill in diplomacy and tact
- Local, State, and Federal rules for ROW maintenance work and processes
- Strong verbal and written communication skills to present work updates effectively upon demand
- Ability to apply logic and judgment in solving problems
- Must be able to work effectively in a team environment
- Must have or be able to obtain a Class A or above Commercial Driver's License within six months of employment

### **Working Conditions**

Normal work hours: Monday through Friday across normal business hours, which may vary seasonally based upon temperatures. Additional work may be required as outside work in all kinds of weather in seasonal Alabama climates.

To determine qualifications of prospects, tests shall be administered including mechanical, reasoning, space relations, verbal reasoning, and problem solving, to determine the applicants' ability to perform duties required within this position description.

### **Physical Demands**

Shall be subject to call-out 24 hours per day, including weekends and holidays. Regular and strenuous physical activity may be required, such as climbing, lifting, pulling, pushing, and lifting of heavy objects in the course of a normal work situation.

### **Environmental Conditions**

Work environment is generally performed outside in the heat or cold, sometimes at night when necessary.

### **Equipment Used**

This position is required to maintain the appropriate personal protective equipment (PPE) required for the job being performed. This job uses a variety of hand tools, power tools and heavy equipment in a safe manner.

### **Driver Acknowledgement**

I have received a copy of this job description and affirm that I meet the FMCSA Driver Fitness for Duty Statement Requirements, I am able to perform each Essential Physical and Mental Functions demand, and that I possess the Essential Licenses, Certifications, Registrations and Insurability.

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Employee

Date

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Supervisor

Date

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General Manager

Date

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Human Resource Manager

Date

Email resume to [jobs@arab-electric.org](mailto:jobs@arab-electric.org)

*The above noted job description is not intended to describe, in detail, the multitude of tasks that may be assigned but rather to give the candidate a general sense of the responsibilities and expectations of his/her position. As the nature of the business demands change so, too, may the essential functions of this position.*

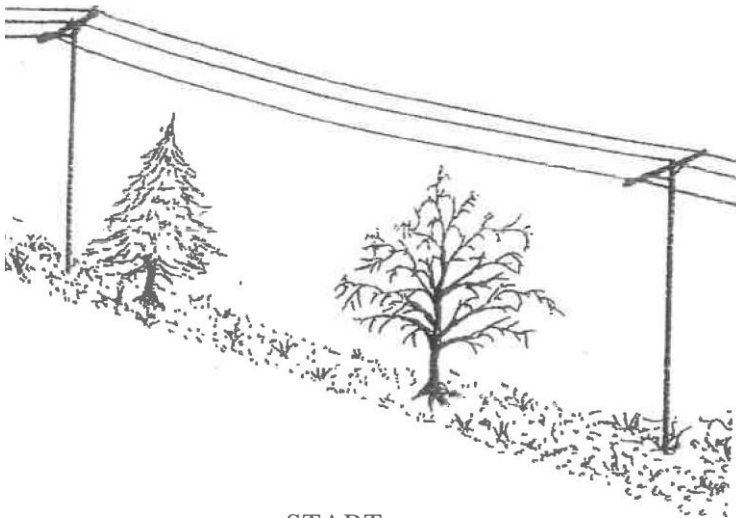
Arab Electric Cooperative employees or representatives will, to ensure safe and efficient electric service, trim the Right of Way (30 foot). This is based on the latest Arbor Culture Standards published in the ANSI A-300 Standards and Guidelines. The Standards and Guidelines are prescribed in the Best Management Practices for Utility Pruning of Trees and Shigo and Trees, Associates by Dr. Alex L Shigo, published in 1990. Because of safety there will be no exception to this requirement. All Members will be treated in the same manner concerning the trimming of trees regardless of any extenuating circumstance. Please see exhibits below for detailed examples:

## Exhibit A

### FIRST ORDER PRUNING

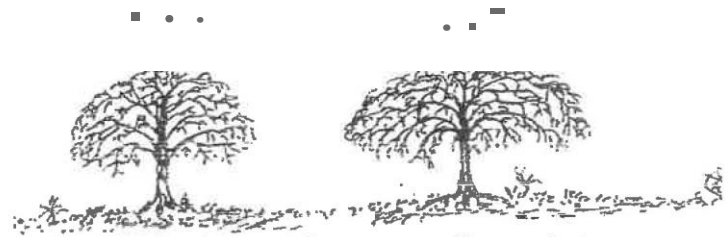
Start pruning young trees near lines during regular pruning cycles. If possible, start before trees are 15 feet (5 m) tall.

Pruning cures nodes. Cuts between nodes cause serious injuries to trees of all ages.

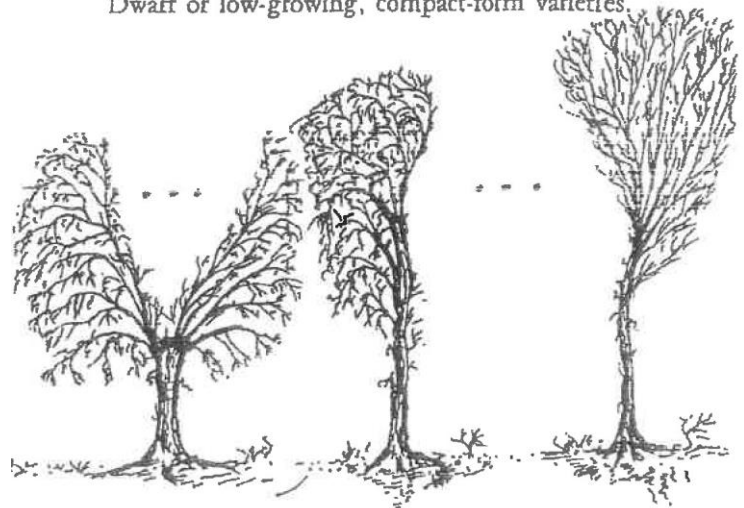


START  
NOW

Many tree shapes are possible when you start pruning the right species and varieties the correct way early in their lives. The tree can remain healthy and safe for many years.



Dwarf or low-growing, compact-form varieties.

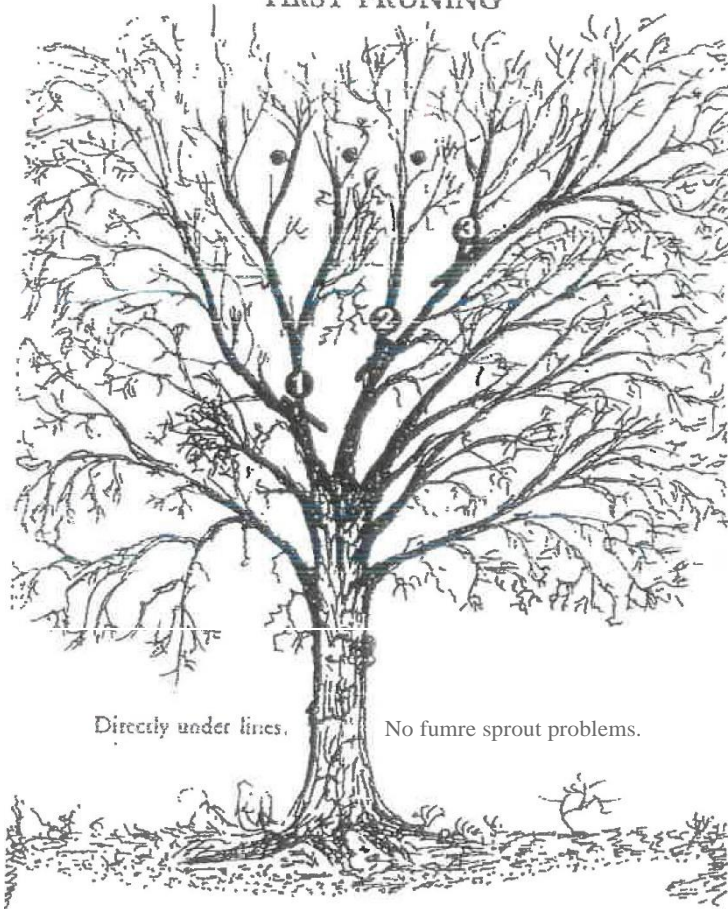


Large-maturing species.

THESE FORMS ARE POSSIBLE  
WITH CORRECT PRUNING.

## Exhibit B

### FIRST PRUNING

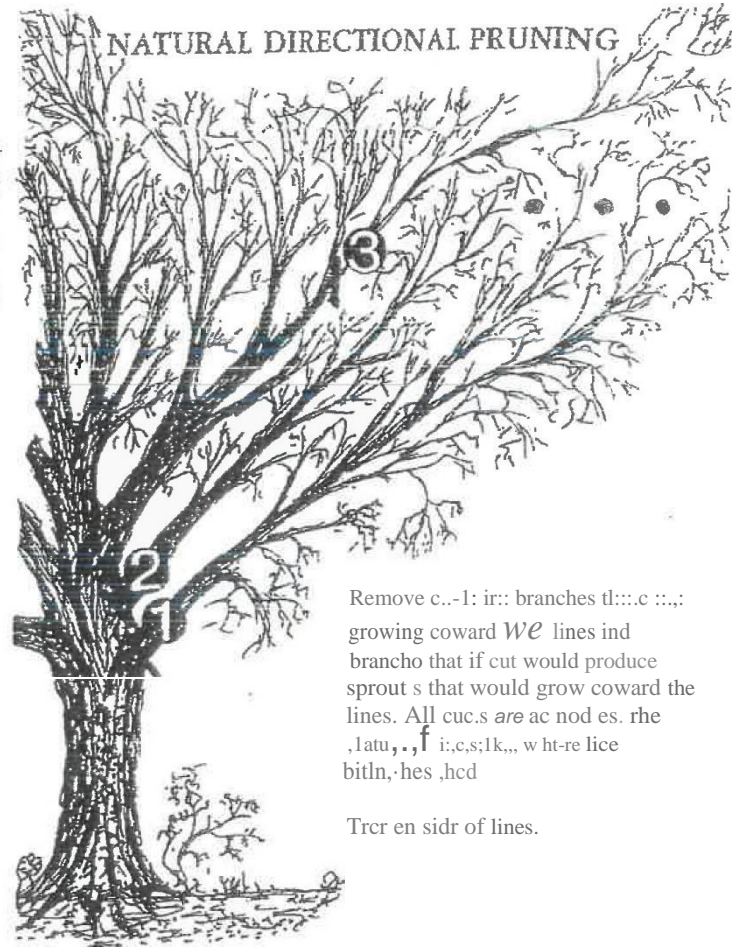


Directly under lines.

No future sprout problems.

Placement and number of pruning cues shown in the drawings are examples only. The tree worker must make the final decision based on many variables.

### NATURAL DIRECTIONAL PRUNING



Remove cuts in branches that are growing toward the lines and branches that if cut would produce sprouts that would grow toward the lines. All cuts are at nodes. The cuts are at nodes, not at the ends of branches.

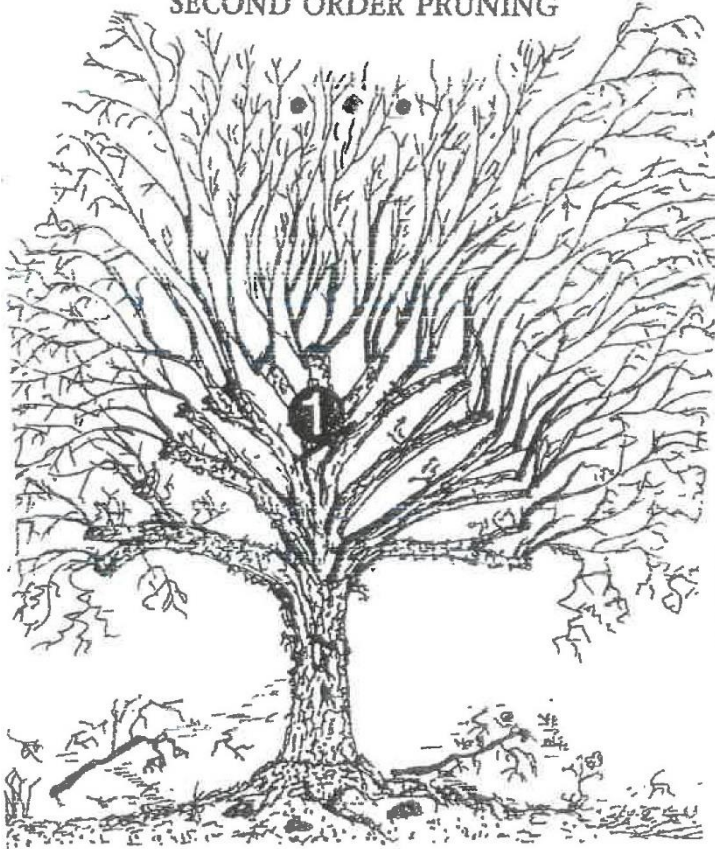
Tree on side of lines.

Do not remove terminal buds on branches that are growing away from the lines. Do not roundover, shape, or "buzz" the tips of branches that are growing away from the lines.



## Exhibit C

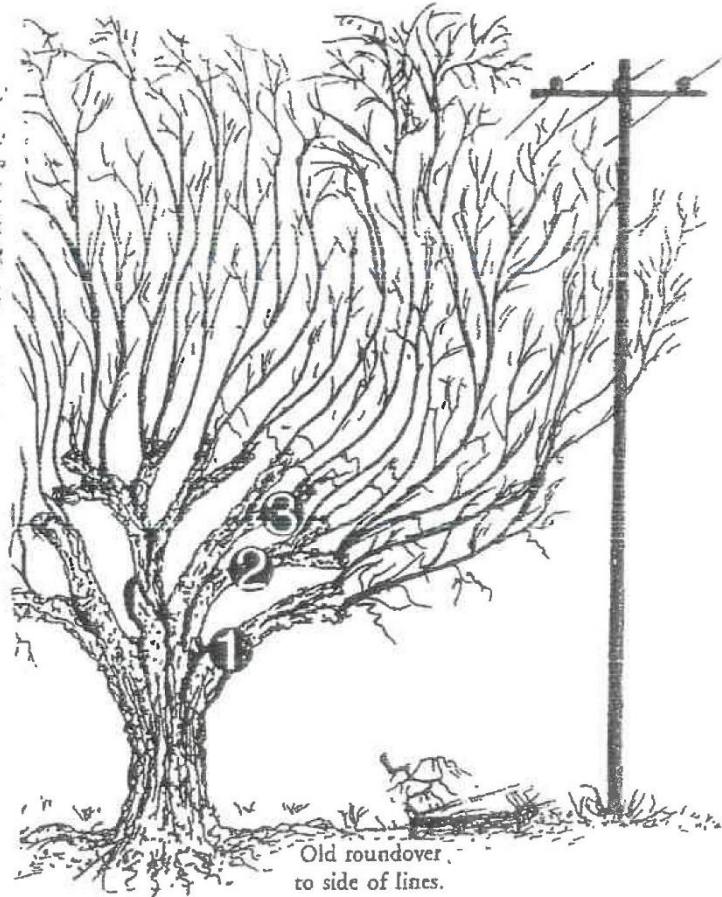
### SECOND ORDER PRUNING



Old roundover  
directly under lines.

Remove entire branches that have sprouts growing into lines from old topping cuts.

### OLD ROUND OVER



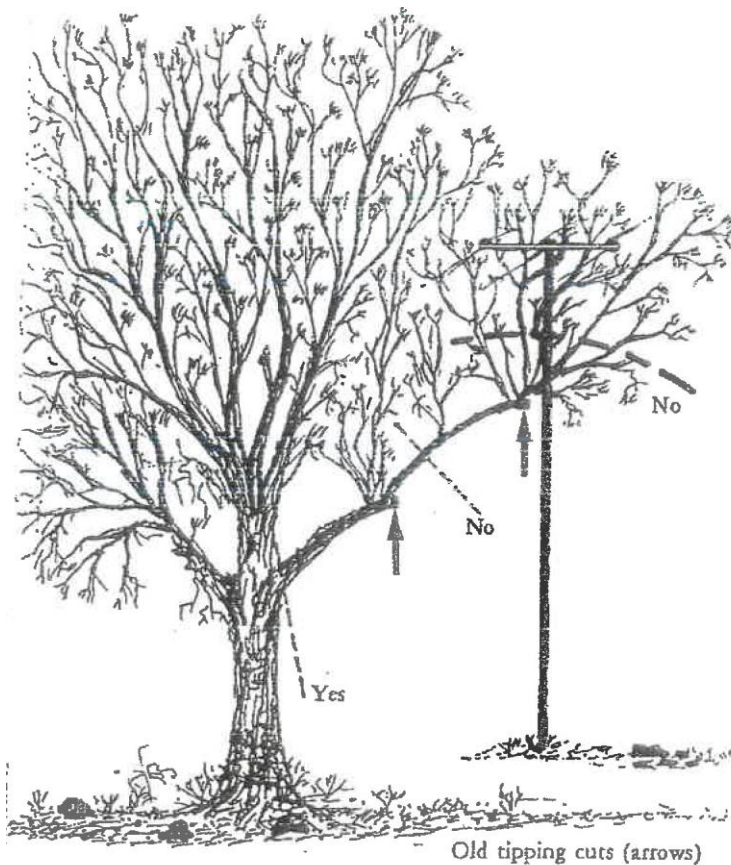
Old roundover  
to side of lines.

Many trees incorrectly pruned in the past can be helped for health and safety by correct pruning.

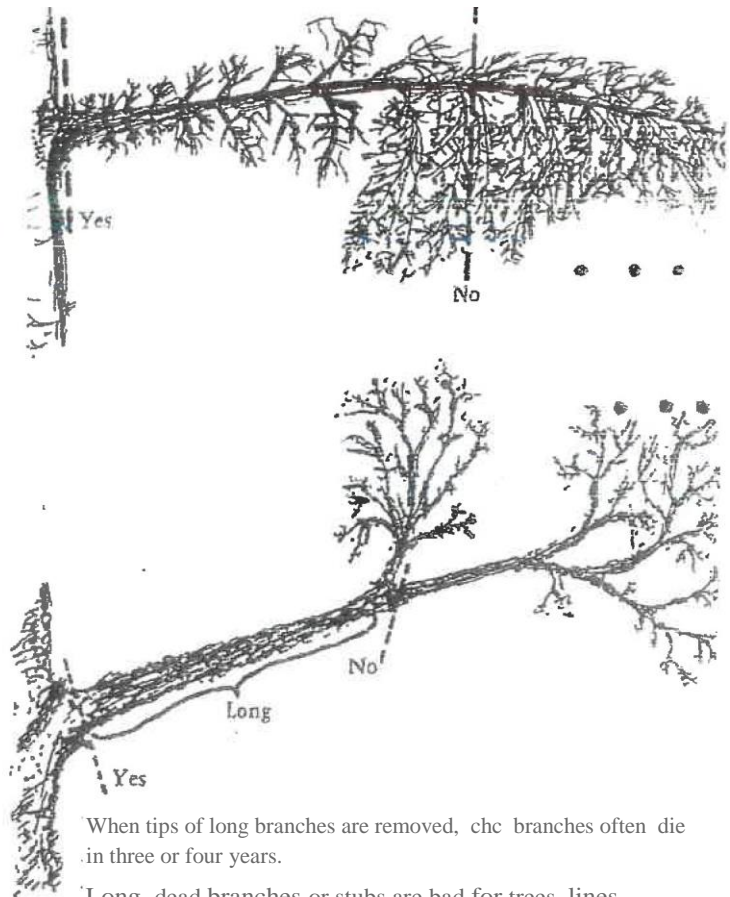
## ExhibitD

Remove entire branch that has sprouts growing into lines from old tipping cuts.

### PRUNING LONG BRANCHES



Tipping cuts are between nodes on lateral branches. Don't do it!  
Tipping stimulates sprouting.

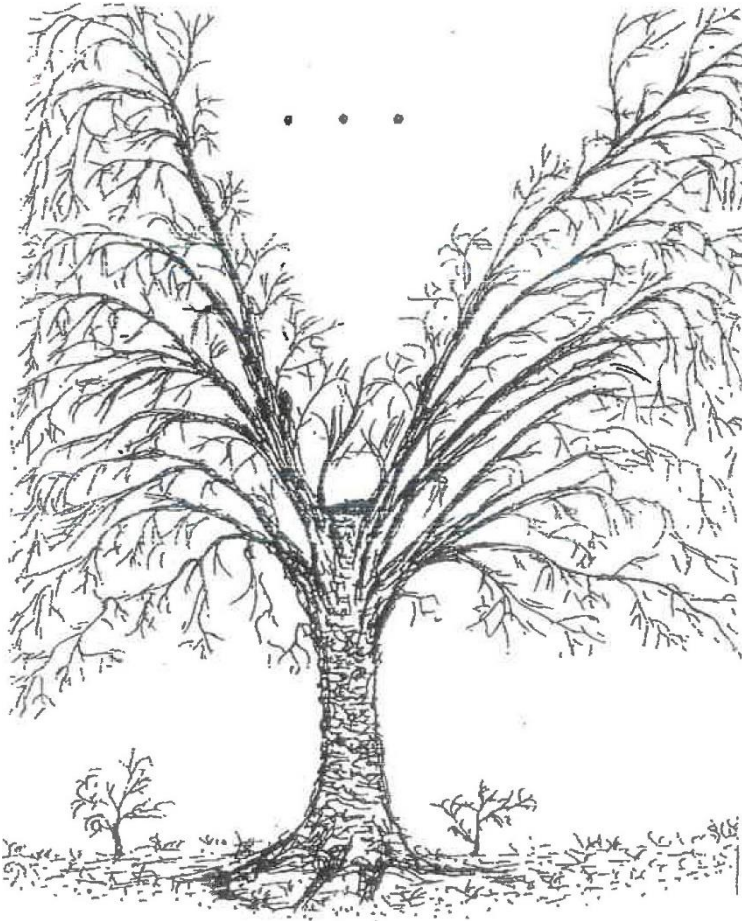


When tips of long branches are removed, the branches often die in three or four years.

Long, dead branches or stubs are bad for trees, lines, and people!



## Exhibit E

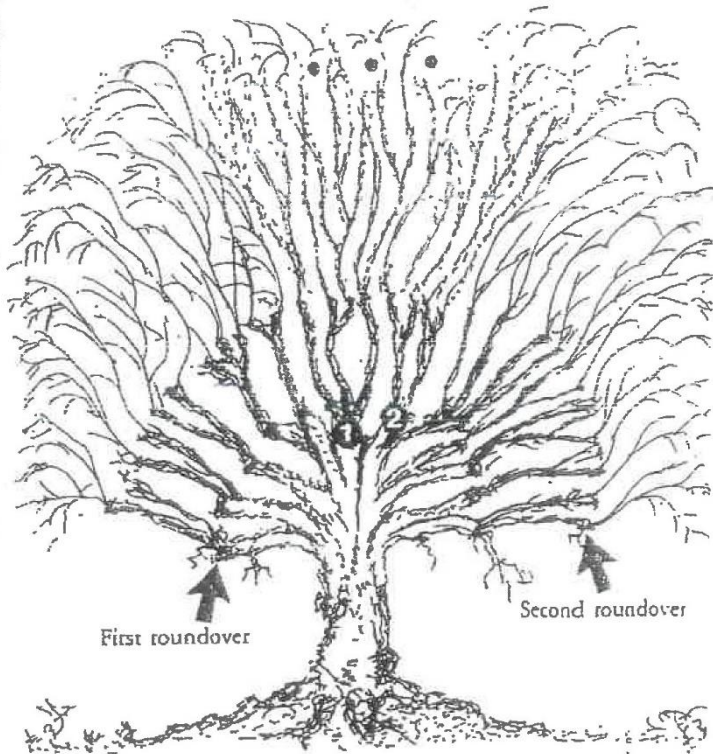


Do not prune side branches that are growing away from the lines.

Side branches provide energy and suppress sprouting by shading the center of the tree.

### THIRD ORDER PRUNING

Cut our center or remove tree.



Sprouts grow fastest the first three years after removal of the center. In warm climates, sprouts grow rapidly the first year. Topping and ripping every three years leads to the greatest number of sprouts. When trees are stressed by other pruning, many sprouts grow from dormant buds.