

First Class Lineworker

The South Hadley Electric Light Department (SHELD), a municipal electric utility company with 8,000 customers and over a century of service to the people of South Hadley, is seeking a qualified First Class Lineworker who will be responsible for constructing, building, and maintaining all phases of overhead and underground high-voltage electrical distribution systems to provide safe, continuous distribution service to the customers of the Department.

Position Responsibilities:

Lineworker uses and applies practical knowledge gained through four years progressive experience: one year as an Apprentice Lineworker, one year as a Third-Class Lineworker, two years as a Second-Class Lineworker.

Responsibilities also include:

1. Performs, under limited supervision, all work related to the construction, operation, and maintenance of the distribution electric system.
2. Responsible for maintaining work performance and safe work practices for self and others working under this direction.
3. Performs necessary work required for service restoration under storm or emergency conditions.
4. Maintain records, logs, and work reports of daily and off-hour work.
5. Performs switching operations under general supervision.
6. Locates, diagnoses, and repairs faults conditions on the electric distribution system.
7. Performs construction work in accordance with safe procedures and from work orders and drawings.
8. Serves on after-hours On Call and during emergency restoration.
9. Perform routine maintenance on Department vehicles and equipment as directed.
10. Work on fiber optic project and plant construction as directed.
11. Perform all other ancillary assignments or duties as directed by supervisor

Physical and Mental Requirements:

First Class Lineworker must be able to: work easily and skillfully with hands; climb and maintain balance on ladders, utility poles and in other elevated positions; see well (naturally or with correction) and to distinguish colors; reach for and handle and grasp wires and hand tools; and coordinate the use of eyes and hands or fingers. Must have ability to work in extreme weather conditions (hot and cold), to work effectively and safely under pressure and in stressful situations. Must be available for emergency call-in which can be any time of day, any day of the year. Attached is a chart entitled Electrical Lineworker - Job Task Analysis – Physical Demands Checklist, which details specific requirements.

1. Requires the ability to lift seventy-five (75) pounds and carry fifty (50) pounds unrestricted while walking and standing.
2. Must be able to operate heavy equipment, operate trucks, specialized line/utility equipment, and climb poles.
3. Requires ability to work in confined spaces for extended periods of time.
4. Must be able to climb, walk, and work from ladders or other aerial equipment at various heights and on uneven and slippery surfaces while performing manual/physically demanding work while handling dangerous equipment or material.
5. Requires good balance to climb and perform repairs.
6. Requires the ability to perform shift work and be available for regular “on-call” assignments.

7. Must not be color blind.
8. Requires the ability to work at all heights up to 65', which may include the use of a bucket truck or require pole climbing.
9. Trimming trees that may have the potential to or currently have an adverse effect on electrical operations.

Reporting Relationships:

The First Class Lineworker reports directly to the Chief Lineworker or Operations Manager.

Qualifications:

Education: Four-year high school diploma or equivalent;
Must possess a Class-B or Class-A CDL Massachusetts motor vehicle operator's license;
Must obtain a Massachusetts 1B Hoisting license within 120 days of employment;
Must live within a reasonable driving distance and be able to report to work within 30 minutes as defined in the Union contract.

Related Experience:

Four years progressive experience: one year as an Apprentice Lineworker, one year as a Third- Class Lineworker, two years as a Second-Class Lineworker, and upon review by the Operations Manager.

Job Knowledge/Skills Required:

1. Install, remove, inspect, troubleshoot, and maintain all overhead and underground Department electrical distribution components and equipment.
2. Position requires incumbent to drive commercial vehicles, pass and maintain a
3. Department of Transportation (DOT) Physical. Random drug/alcohol testing is required.
4. Position requires the incumbent to speak, write, spell, understand and communicate in English.
5. Position requires the incumbent to perform arithmetical operations rapidly and accurately.
6. Position requires the incumbent to possess knowledge of safety rules/codes and work practices. Familiarity with OSHA 1910.269 requirements, National Electrical Safety
7. Code, APPA Safety Manual, National Electrical Code sections pertaining to utility work.
8. Position requires the incumbent to possess an understanding that safety comes before everything else.
9. Position requires the incumbent to display an excellent attitude, conduct, work ethic,
10. and work habits.
11. Position requires the incumbent to communicate in a professional and courteous manner with customers as a public relations representative of the Department.
- 9.
12. Proven experience working as part of a team and track record of supporting strategic company initiatives.

This is a full-time position with excellent benefits including a Massachusetts Public Employee Pension Plan.

Qualified candidates can apply for this position by submitting a cover letter and resume via email to kmendoza@sheld.org , Kim Mendoza at South Hadley Electric Light Department. A complete Job Description can be obtained by emailing Kim.

Pay Rate is according to the current IBEW 455 contract dated 7/1/2025 - \$56.93/hr

ELECTRICAL LINEWORKER - JOB TASK ANALYSIS – PHYSICAL DEMANDS CHECKLIST

| Posture, Movement: | N 0% | O 1 - 33% | F 34 – 66% | C 67 – 100% | Comments |
|------------------------------|-----------------|--------------------------|---------------------------|----------------------------|--|
| Sitting | | ✓ | | | Driving to specific locations, sitting at conjunction box to replace loadbreak elbow connectors |
| Standing | | | ✓ | | To shovel, make repairs, make attachments, stand in bucket, operate machinery |
| Walking | | ✓ | | | From truck to work location, around work area, in operations center |
| Climbing - Ladder | | ✓ | | | Using ladders for hard-to-reach locations, entering and exiting manholes |
| Climbing- Stairs | | ✓ | | | Climbing in and out of truck, within operations center |
| Crawling | | ✓ | | | May be required in and around vehicles |
| Crouching | | ✓ | | | Manhole work may necessitate |
| Balancing | | ✓ | | | Standing within the bucket, on ladders, or when working in potentially wet/muddy/icy condition |
| Bending & Stooping | | ✓ | | | Picking up objects, applying lubricants, to assemble parts, if in bucket - receiving objects from ground man, attaching elbow connectors to conjunction box, tool use, etc. |
| Pushing & Pulling | | ✓ | | | Pushing items up to person in bucket, pushing/pulling wires/cables from/to conjunction box |
| Kneeling & Squatting | | ✓ | | | Read labels/tie rope to conjunction box to hold up cables, potentially done in wet, muddy, or wet conditions |
| Reaching -Forward | | | ✓ | | While working within the bucket |
| Reaching - Overhead | | | ✓ | | While working within the bucket, working in a manhole, reaching to hand objects to employee in bucket |
| Lifting & Carrying | | ✓ | | | Lifting objects/tools from the ground or off the truck. Carrying tools and other objects to work location from truck, in bucket, or to other work sites |
| Operating Controls | | ✓ | | | Truck driving or operating bucket movements |
| Object Handling | | | ✓ | | Handling tools and a variety of equipment when completing various tasks |
| Fingering | | | ✓ | | Screwing/unscrewing nuts/bolts/screws - gloves are thick and cause fingers and wrists to fatigue quickly |
| Feeling | | ✓ | | | Feeling for objects in hard to reach or dimly lit areas |
| Simple Hand Grasping | | | ✓ | | Fastening screws, nuts, bolts, etc. Handling various tools, working in bucket - protective gloves |
| Firm Hand Grasping | | | ✓ | | Using larger tools, handling heavier objects, lifting cross arm, air flow fan, tripod rescue assembly, pulling cables/wires |
| Twisting | | ✓ | | | While doing work within the bucket (above ground) or using their body to apply their body to apply appropriate torque/force into removing old cable parts (underground) |
| Sensory: | N 0% | O 1 - 33% | F 34 – 66% | C 67 – 100% | Comments |
| Vision-Far: | | | ✓ | | Driving/walking to various locations, operate bucket truck |
| Vision -Near: | | | ✓ | | Using tools, making attachments,securing adaptors, working in bucket, operating bucket truck, reading labels, etc. |
| Depth Perception: | | | ✓ | | Walking and driving over changing terrains to various locations around various obstacles, aligning loadbreak elbow connectors for assembly, telephone wire repair/replacement, doing work while elevated in bucket-truck, operating bucket |
| Color Discrimination: | | ✓ | | | Traffic signs and signals, types of wiring |

| Sensory cont. | N 0% | O 1 - 33% | F 34 - 66% | C 67 - 100% | Comments |
|--|-----------------|--------------------------|---------------------------|----------------------------|--|
| Field: | | | ✓ | | Walking and driving over changing terrains to various locations around various obstacles, aligning loadbreak elbow connectors for assembly, wire repair/replacement, doing work while elevated in bucket-truck, operating bucket |
| Accommodation: | | | ✓ | | Walking and driving over changing terrains to various locations around various obstacles, aligning loadbreak elbow connectors for assembly, telephone wire repair/replacement, doing work while elevated in bucket-truck, operating bucket |
| Perception-Spatial: | | | ✓ | | Driving/walking to various locations, working in the bucket at high heights, operating bucket truck, working down in the manhole |
| Perception-Form: | | | ✓ | | Tool use, use of shotgun stick/utility stick, cables and grounds, chain hoists, grips, working in the bucket, identify various terrain types, operating controls of bucket |
| Feeling: | | ✓ | | | Feeling for the controls of the bucket truck, to locate smaller tools or supplies in dimly lit areas |
| Speaking: | | | ✓ | | To other co-workers, customers, possibly other workers at the repair site (other company personnel, traffic control officers, city officials, etc.) |
| Environment: | N 0% | O 1 - 33% | F 34 - 66% | C 67 - 100% | Comments |
| Inside Environment: | | ✓ | | | Approximately 20 minutes (or longer depending on the day) at the beginning and the end of every workday spent inside the temperature-controlled Operations center |
| Weather Conditions: | | | | ✓ | Outdoors for 8 hours. Possible daily exposure to temperature extremes and/or precipitation |
| Temperature: | | | | ✓ | New England weather climate: temperatures change daily |
| Cold: | | | | ✓ | Fall/Winter: Temperature ranges from sub-zero to 50 degrees. October-May |
| Heat: | | | | ✓ | Spring/Summer: Temperature ranges from 50-100 degrees. May-September |
| Wet/ Humidity: | | | | ✓ | Rain or snow conditions possible. Summer months are quite humid |
| Biological Agents: | ✓ | | | | |
| Human Body Fluids: | ✓ | | | | |
| Chemicals: | | ✓ | | | Paints/Equipment cleaning agents |
| Hazardous Materials: | | | ✓ | | Electrical wiring - possibility of getting electrocuted or burned |
| Floor Surface: | | | | ✓ | Asphalt, grass/dirt, or concrete flooring of the operations center |
| Lighting: | | | | ✓ | Sunlight or building lighting |
| Vibration: | | ✓ | | | Driving or working in bucket truck |
| Unprotected Heights: | | ✓ | | | Working in bucket trucks during telephone pole repair or other jobs, working on ladders to repair electrical wiring, etc. |
| Confined / Cluttered: | | ✓ | | | Working down in a manhole or up in a bucket |
| Moving Equipment: | | ✓ | | | Various tools or objects handled daily |
| Insect / Animal Contact | | ✓ | | | Potential for disturbing a hornet's/wasp nest within a streetlamp or telephone pole. Animals such as birds and/or squirrels may come in contact while working up in the bucket |
| *Frequency performed per shift: N = Not Present (0%) O = Occasional (1 - 33%) F = Frequent (34 - 66%) C = Constant (67 - 100%) | | | | | |
| Repetition Based Determination (multiply reps. by #hrs. worked) 1 - 4 reps./ hr. 5 - 24 reps./ hr. >:25 reps./hr. | | | | | |

OBJECT HANDLING

LIFT

Description of Object: Chain hoist, grips, chain saw, ratchet cutters, bolt cutters, shot-gun stick, utility stick, shovels, tool kit, load break, drill, hydraulic hose, come-a- longs and slack, grounds, wire shields, ladders, climbing gear, cross arms, cutouts, wires and cables, anchors , rubber gloves, cones, battery operated lug compressor, loadbreak elbow connectors, underground wire/cable, air flow fan, spool of rope, tripod rescue assembly, pliers, wire cutters, tape measure, razor cutter, safety harnesses. Max weight: 50 pounds. Height To / From: Ground to Overhead.

| Weight (lbs.) | Frequency* | Repetitions/ Time | Height To/ From | Description of Objects |
|---------------|------------|-------------------|--------------------|---|
| 0 – 10 | Frequent | 5-30x/day | Ground to overhead | Chain hoist, grips, ratchet cutters, bolt cutters, shotgun stick, utility stick, non-weighted shovels, come-a-longs, load break, cutouts, cones, pliers, wire cutters, tape measure, grounds, wire shields, load break elbow connectors, razor cutter, anchors, rubber gloves, various wires and cables |
| 11 – 20 | Occasional | 5-15x/day | Ground to shoulder | Chain saw, hydraulic drill, various wires/cables, grounds, weighted shovels, battery operated lug compressor |
| 21 – 35 | Occasional | 3-10x/day | Ground to shoulder | Various wires/cables, air flow fan, tripod rescue assembly -crank, grounds, shovel w/ dirt (depends on type of job- underground/above ground) |
| 36 – 50 | Occasional | 5-10x/day | Ground to waist | Cross arm, underground cables |
| 51 – 75 | Never | | | |
| 76 – 100 | Never | | | |
| > 100 | Never | | | |

| CARRY | Max Weight Carried (1RM): 50lbs | | Distance: 0-30' | Description of Object: Same as above |
|---------------|---------------------------------|------------------|--------------------|---|
| Weight (lbs.) | Frequency* | Repetitions/Time | Distance | Description of Objects |
| 0 – 10 | Frequent | 5-30x/day | Ground to overhead | Chain hoist, grips, ratchet cutters, bolt cutters, shotgun stick, utility stick, non-weighted shovels, come-a-longs, load break, cutouts, cones, pliers, wire cutters, tape measure, grounds, wire shields, load break elbow connectors, razor cutter, anchors, rubber gloves, various wires and cables |
| 11 – 20 | Occasional | 5-15x/day | Ground to shoulder | Chain saw, hydraulic drill, various wires/cables, grounds, weighted shovels, battery operated lug compressor |
| 21 – 35 | Occasional | 3-10x/day | Ground to shoulder | Various wires/cables, air flow fan, tripod rescue assembly - crank, shovel w/ dirt |
| 36 – 50 | Occasional | 5-10x/day | Ground to waist | Cross arm, underground cables |
| 51 – 75 | Never | | | |
| 76 – 100 | Never | | | |
| > 100 | Never | | | |

*Frequency performed per shift: N = Never (0%) 0 = Occasional (1 - 33%) F = Frequent (34 - 66%) C = Constant (67 - 100%)

OBJECT HANDLING

PUSH

Description of Object: Hydraulic drill, chain saw, loadbreak elbow connectors, underground wires (in manhole), (cross arm and various other objects are passed from the ground to the "bucket man" via overhead transfer/push press). Max Force Pushed (1RM): 50lbs. Distance 0-5'

| Weight (lbs.) | Frequency* | Repetitions/ Time | Distance | Description of Objects |
|---------------|------------|-------------------|----------|--|
| 0 – 10 | Frequent | 30x/day | 1-12" | Torque application to various tools (wrenches, bolt / wire / ratchet cutters) |
| 11 – 20 | Occasional | 20x/day | 1-12" | Torque application to various tools (wrenches, bolt / wire / ratchet cutters), chain saw, hydraulic drill, drill |
| 21 – 35 | Occasional | 5-15x/day | 0-5' | Various cables/wiring, underground cables |
| 36 – 50 | Occasional | 5-15x/day | 0-5' | Cross arm, various cables/wiring, underground cables |
| 51 – 75 | Never | | | |
| 76 – 100 | Never | | | |
| > 100 | Never | | | |

| PULL | Max Force Pulled (1RM): 50lbs | Distance: 0-5' | Description of Object: Same as above |
|-------------|-------------------------------|----------------|--------------------------------------|
|-------------|-------------------------------|----------------|--------------------------------------|

| Weight (lbs.) | Frequency* | Repetitions/Time | Distance | Description of Objects |
|---------------|------------|------------------|----------|--|
| 0 – 10 | Frequent | 30x/day | 1-12" | Torque application to various tools (wrenches, bolt / wire / ratchet cutters) |
| 11 – 20 | Occasional | 20x/day | 1-12" | Torque application to various tools (wrenches, bolt / wire / ratchet cutters), chain saw, hydraulic drill, drill |
| 21 – 35 | Occasional | 5-15x/day | 0-5' | Various cables/wiring, underground cables, detaching loadbreak elbow connectors for replacement |
| 36 – 50 | Occasional | 5-15x/day | 0-5' | Cross arm, various cables/wiring, underground cables, detaching loadbreak elbow connectors for replacement |
| 51 – 75 | Never | | | |
| 76 – 100 | Never | | | |
| > 100 | Never | | | |

*Frequency performed per shift: N = Never (0%) 0 = Occasional (1 - 33%) F = Frequent (34 - 66%) C = Constant (67 - 100%)

| OBJECT HANDLING | | | | |
|---|---------------------------------|-----------------|---------------|-------------------------------|
| Item | Weight | Distance | Method | Duration |
| Cross arm | 40-50 lbs. | 0-10' | Lift / Carry | 5-15x/ shift |
| Utility stick w/ load break/Chain hoist/Bolt cutters / ratchet cutters | 10 lbs. | 0-30' | Lift / Carry | 5-20x/shift |
| Shot-gun stick | 6 lbs. | 0-10' | Lift / Carry | 5-20x/shift |
| Come-a-long w/ slack | 7.5lbs. | 0-15' | Lift / Carry | 1-15x/shift |
| Chain saw/Hydraulic drill | 17 lbs. | 0-15' | Push / Pull | 1-5x/shift |
| Grounds | 3-15 lbs. | 0-15' | Lift / Carry | 5-15x/shift |
| Wireshields | 2 lbs. | 0-15' | Lift / Carry | 5-15x/shift |
| Grip | 2.5 lbs. | 0-15' | Lift / Carry | 5-15x/shift |
| Battery operated lug compressor | 20 lbs. | 0-20' | Lift / Carry | 5-15x/shift |
| Tripod Rescue Assembly | Stand- 451bs, Crank- 25 lbs. | 0-20' | Lift / Carry | 1-5x/week |
| Underground wire rolled up | 50 lbs. | 0-10' | Push / Pull | 5-10x/day |
| Air Flow Fan | 25 lbs. | 0-20' | Lift / Carry | 1-5x/week (weather depending) |
| | | | | |