



Position Description  
Seasonal Apprentice Lineman  
Updated: March 2025

**Reporting Relationship:**

Reports To: District Crew Foreman

Supervises: None

**Purpose for the Position:**

- Provide an entry position with the Cooperative
- Provide an opportunity for the Cooperative to evaluate the Apprentice

**Employment Terms:** In accordance with the recommendations of the USDOL-BAT, the Cooperative and the Union agree to the following terms by which Seasonal Apprentices will be employed.

- Seasonal Apprentices shall be graduates of an accredited utility line workers school and qualified to work as a Seasonal Apprentice in accordance with the Cooperative's Apprenticeship Standards.
- Seasonal apprentices shall be credited with 1000 hours upon successful completion of an accredited line school and moved to step 2 on the seasonal apprentice scale.
- Seasonal Apprentices shall be employed for a minimum of 1,000 hours during the calendar year, contingent upon satisfactory work performance.
- The Seasonal Apprentice shall be enrolled in the Cooperative's Apprenticeship Program no later than six (6) months from hire date. It is expected that the Seasonal Apprentice shall progress from step to step in a timely manner.
- Seasonal Apprentices shall be employed on probationary status for the first six months
- Seasonal Apprentices shall participate in the Cooperative's safety training program
- Seasonal Apprentices shall be assigned to working situations that afford them a well- balanced learning experience
- Seasonal Apprentices may be utilized for emergency maintenance work at the discretion of the foreman in charge
- Seasonal Apprentice must possess or have the ability to obtain a valid CDL driver's license

**Compensation and Benefits:**

- Seasonal Apprentices will be placed on a progressive wage scale as posted in the current IBEW Union Contract
- The Cooperative will pay 50% of the rate of a single health insurance policy while employed as a Seasonal Apprentice. The employee may elect to increase coverage to include dependents, or a family plan at their own expense.
- The Cooperative will reimburse the Seasonal Apprentice 50% of the book cost upon successful completion of each book and split with the Seasonal Apprentice 50/50 the AT&S Training Document Processing fee if applicable.

- Seasonal Apprentice employees will be offered the Cooperative’s NRECA-sponsored Retirement and Security Plan benefits upon completion of minimum service hour requirements and waiting periods. Nodak will pay 100% of the R&S monthly premium.
- Seasonal Apprentice employees will be offered 401(k) plan benefits upon completion of minimum service hour requirements and waiting periods. This Cooperative-paid benefit equates to 6% of the employee’s base annual salary dependent upon a 1% base annual salary contribution by the employee. Additional employee 401(k) contributions are allowable subject to IRS-mandated maximum levels.
- Seasonal Apprentice employees will be offered NRECA-sponsored Group Life, and supplemental accident and business travel insurances with no waiting period. Monthly premiums for these insurances will be shared with the employee at a rate of 50% each. NRECA long-term disability insurance will also be offered, with participation of 25% of the monthly premium paid by Nodak with no waiting period
- The Cooperative shall provide FR clothing for Seasonal Apprentices that are required to wear FR
- Seasonal Apprentices shall receive holiday payment for the holidays that fall within the active employment period

**Seasonal Apprentices wages**

<b>Experience-Regular hours worked</b>		<b>Wage % of Journeyman</b>
0-1,000 hours	(1 <sup>st</sup> 6 months) *	60%
1,001-2,000 hours	(2 <sup>nd</sup> 6 months)	63%
2,001-3,000 hours	(3 <sup>rd</sup> 6 months)	66%
3,001-4,000 hours	(4 <sup>th</sup> 6 months)	69%
4,001-5,000 hours	(5 <sup>th</sup> 6 months)	74%
5,001-6,000 hours	(6 <sup>th</sup> 6 months)	79%
6,001-7,000 hours	(7 <sup>th</sup> 6 months)	84%
7,001-8,000 hours	(8 <sup>th</sup> 6 months)	89%
8,000 hours or more	(9 <sup>th</sup> 6 months) Thereafter	90%

\* Completion of accredited line school will move seasonal apprentice to step 2 on the seasonal apprentice scale.

- Steps will be given when hours and months worked are completed.
- Seasonal Apprentices are expected to complete the Line Job Training.
- If Seasonal Apprentice transfers to full time status, hours and months worked will be transferred.
- Program books by following hours worked.
- Seasonal Apprentices are expected to achieve Journeyman Line worker qualification after 8,000 hours.

## Physical Requirements:

In terms of an eight-hour workday, occasionally equals 1 to 33 percent, frequently equals 34 to 66 percent, and continuously equals 67 to 100 percent.

- A. In an eight-hour day, an employee must be able to:
  - Balance: Constantly
  - Bend: Frequently
  - Climb: Occasionally
  - Crouch: Frequently
  - Kneel: Frequently
  - Sit: Frequently
  - Stand: Frequently
  - Stoop: Frequently
  - Walk: Frequently
- B. Employee must lift/carry:
  - Up to 10 lbs.: Frequently
  - 11–34 lbs.: Frequently
  - 35-50 lbs.: Occasionally
  - 50-100 lbs.: Occasionally
- C. Employee must use hands for repetitive:
  - Simple grasping: Yes
  - Pushing and pulling: Yes
  - Fine manipulation: Yes
  - Feeling: Yes
  - Fingering: Yes
- D. Employee must be able to work outside in all weather conditions: Continuously
- E. Employee must be able to reach above shoulder: Yes
- F. Employee must be able to work per day: 8 Hours
- G. Overtime: Yes
- H. Work requires use of a negative pressure respirator: No
- I. Work requires employee to work off a scaffold or ladder: Yes
- J. Employee must possess a valid CDL drivers license
- K. Other physical abilities that may be required:
  - Make fine distinctions in sound: Yes
  - Express/exchange ideas by means of spoken work: Yes
  - Distinguish objects visually: Yes