

Beartooth Electric Cooperative, Inc.

EMPLOYEE RELATIONS POLICY NO. 505

1. SUBJECT: EMPLOYMENT OF RELATIVES

2. OBJECTIVE:

2.1. To define the policy regarding the employment of relatives.

3. POLICY:

3.1. Beartooth Electric Cooperative, Inc. (BEC) will hire the most qualified person to fill a vacant position. However, near relatives of current employees and trustees will not be eligible for employment.

3.2. A near relative is defined as follows: husband, wife, brother, sister, father, mother, father-in-law, mother-in-law, son, daughter, aunt, uncle, niece, nephew, brother-in-law, sister-in-law, son-in-law or daughter-in-law. For purposes of this policy, a spouse is defined as either a legally married husband or wife, or as any partner living with an employee or trustee.

3.3. All relationships apply to the employee or trustee and not to their spouse. The wife or husband of a brother-in-law, sister-in-law, niece or nephew is not considered a near relative unless excluded above.

3.4. If two current employees establish a spousal relationship after employment, the individuals concerned will decide who will resign. If that decision is not made within 30 calendar days, management will decide.

3.5. If two current employees become near relatives as defined above, except husband or wife, by marriage or otherwise, every reasonable effort shall be made to not have them work in the same department or in a supervisory relationship.

4. RESPONSIBILITY:

4.1. The General Manager and all supervisors shall ensure that the provisions of this policy are followed. In cases of dispute, the General Manager must be consulted and final interpretation lies with the Board.

Adopted: 08/24/2012  
Revised: 06/30/2015  
Reference: LV Policy 505, BEC VI-A-18  
Review Date: June 2017

Attest:           /s/ Richard Nolan            
Secretary/Treasurer

Attest:           /s/ Roxie Melton            
Board President