

EMPLOYEE RELATIONS POLICY NO. 507

1. SUBJECT: PERSONAL PROTECTIVE EQUIPMENT

2. OBJECTIVE:

- 2.1. To establish guidelines and procedures governing the wearing and providing of personal protective equipment by employees on the job for the prevention of injury.

3. POLICY:

- 3.1. Outer-wear clothing made of 100% cotton or wool, or a blend of the two shall be worn by Beartooth Electric Cooperative, Inc. (BEC) employees who are or may be exposed to the hazards of flames or electric arc during the course of their work activities. In addition flame retardant outer wear shall be worn by BEC employees doing "Live Line" switching, substation or any other work where there is any possibility of exposure to electric arc. Employees issued such clothing shall be responsible for maintaining them in good and presentable order.
- 3.2. Employees shall wear eye and face protective equipment whenever there is a reasonable probability of injury that can be prevented by such equipment. Eye protection must be worn whenever working on energized lines.
- 3.3. Ear protection devices will be provided and shall be worn whenever working near extremely noisy equipment such as chain saws, grinders, chipper, underground plow and power plants.
- 3.4. Face protectors will be provided for employees operating grinders and chippers and will be kept within reaching distance of such equipment.
- 3.5. BEC will reimburse the employee or optical shop the actual cost up to \$250 toward the purchase of approved safety glasses, both clear and colored, for all employees who must work where there is a reasonable probability of injury that can be prevented by safety glasses. Reimbursement of up to \$250 will be made for replacement glasses on not less than a two-year cycle or sooner if there is a change in prescription. Glasses that are scratched, lost or broken on the job shall be replaced by the employee. All safety glasses must meet ANSI standards for eye protection.
- 3.6. Employees wearing prescription lenses will be responsible for his or her eye examination.

4. RESPONSIBILITY:

4.1. The General Manager and Supervisors shall ensure that the provisions of this policy are followed.

Adopted: 08/24/2012  
Revised: 06/30/2015  
Reference: LV Policy 507, BEC VI-E-2  
Review Date: June 2017

Attest:           /s/ Richard Nolan            
Secretary/Treasurer

Attest:           /s/ Roxie Melton            
Board President