



FALL RIVER RURAL ELECTRIC COOPERATIVE, INC.

GENERAL POLICY No. 413

SUBJECT: JOB TRAINING AND SAFETY/LOSS CONTROL

I. PURPOSE:

The safety and health of employees and the general public is a matter of primary concern to the Management and Board of Directors of the Cooperative. The Cooperative's Job Training and Safety/Loss Control Policy outlines the areas of responsibility and accountability to achieve the objectives of a safe work environment.

II. POLICY:

It shall be the policy of the Cooperative to engage in active job training and safety/loss control programs designed to fulfill the requirements of the Occupational Safety and Health Act; and to strive to establish a positive safety culture and comply with applicable State and National rules, requirements, and codes enhancing the safety of all employees and the public.

A. As a matter of policy, management will:

1. Promote safety and safety compliance.
2. Implement and maintain programs to promote safety and accident prevention.

3. Provide a work environment in which occupational hazards and hazards to the public, are identified and reduced, or eliminated, when possible and feasible.
 4. Provide safety equipment and tools as required.
 5. Work with safety related agencies in order to enhance and optimize safety.
 6. Shall specifically designate certain employees, to act as safety committee monitors to ensure that the safety and loss control programs are actively maintained and safety issues, duties and responsibility are clearly defined and delegated.
 7. Shall designate operation personnel to oversee the job training, safety and loss control for Cooperative employees.
- B. The CEO/General Manager or his/her designee shall chair certain safety committees which will be advisory in nature.
1. A safety "incentive" committee shall be maintained to evaluate and promote safety of the Cooperative personnel. Each department of the Cooperative shall be fairly represented on this committee.
 2. Other safety "compliance" committees or assignments will be maintained to provide assistance and make recommendations in compliance of safety rules, regulations, policies, procedures and safety issues of the Cooperative.
 3. The committee shall meet as many times as deemed appropriate by the chairman of said committee. A committee may also be called to meet by written request signed by at least half of the members of the committee.
- C. All employees will:

1. Be expected to adhere to applicable Cooperative, State, and National rules and regulations.
2. Be expected to perform their jobs in a safe and professional manner.
3. Be expected to conduct themselves in a way that enhances their own personal safety, that of their fellow workers, and the general public.
4. Be required to report work place hazards, accidents, and near misses and to make suggestions for their correction or control.
5. Be expected to contribute toward the overall success of the safety/loss control programs and committees and attend assigned Safety Meetings.

III. RESPONSIBILITY:

The CEO/General Manager is responsible to provide job safety/loss control training, and a safe and healthful working environment for Cooperative employees; and to maintain and promote safeguards to protect the lives and property of the public.

IV. PROVISIONS:

The following conditions shall apply to this policy.

A. The Cooperative shall be an active participant in a job training and safety/loss control programs. In addition, the Cooperative may provide special training designed to improve job skills when such training is available and personnel can be scheduled.

B. Cooperative personnel shall be required to abide by all safety rules and regulations established or adopted by the Cooperative and the law; and shall be required at all times to work according to safe practices. Each supervisor shall be alert to unsafe conditions affecting the work, health and safety of Cooperative personnel and to report such conditions and unsafe practices which can affect the lives, health and safety of Cooperative personnel to the appropriate party.

Any employee who consistently violates safety laws, or the Cooperative's safety rules and practices is subject to disciplinary action and may be terminated from employment with the Cooperative.

C. The job training and safety/loss control committee and employees appointed or designated by the CEO/General Manager, shall be responsible for developing and implementing programs of safety and education under the direction of the CEO/General Manager or his/her designate. There will be periodic reports to the CEO/General Manager or his/her designate on the extent and effectiveness of the safety activities of the Cooperative.

D. The Operations Manager will send a written report to the CEO/General Manager monthly to report the progress and activities of the safety programs. The CEO/General Manager will provide the Board with regular safety reports.

E. The Cooperative shall hold regular monthly safety meetings for all outside personnel and a minimum of quarterly meetings for inside personnel. The category of employee being inside or outside shall be designated by the CEO/General Manager. The CEO/General Manager or his/her designate whenever possible, shall sit in on the job training and safety/loss control meetings of the Cooperative. The Operations Manager or other designee shall conduct these meetings.

F. The Cooperative adopted Safety Manual will be furnished to each employee. As soon as practical thereafter the employee shall acknowledge in writing that he/she had read the provisions therein which are applicable to his/her area of responsibility and that he/she understands its contents and is willing to abide by the rules contained therein.

G. The success of this safety/loss control policy and the Cooperative depends on the safety practices and cooperation of all employees.

V. PRIMACY OF POLICY

This policy supersedes any existing policy or policies that may be in conflict with the provisions of this policy. This policy does not represent a contract between the employer and the employee, and the policies may be changed by the employer alone and without notice.

APPROVED BY THE BOARD OF DIRECTORS



Doug Schmier, President

DATE APPROVED: JUNE 21, 2010

DATE REVISED: JANUARY 22, 2018