

I. OBJECTIVE:

To promote safe working practices for employees of the Beartooth Electric Cooperative, Inc., hereinafter (the "Cooperative");

II. POLICY:

The Cooperative strives to provide a safe and healthful working environment for its employees. Furthermore, the Cooperative promotes practices that will eliminate personal injury and occupational disease. The Cooperative will also make reasonable accommodations in the design of the workplace that take into consideration individual employee's capabilities and limitations.

III. PROVISIONS:

- A. The Federal Occupational Safety and Health Act of 1970 contemplates that the final responsibility for providing a safe working environment rests with the Cooperative.
- B. The Cooperative also recognizes that Section 5(b) of the Federal Occupational Safety and Health Act of 1970 requires employees to obey all safety rules, regulations and orders respecting their own actions and conduct in the workplace.
- C. To this end and in order to provide a safe working environment, the Cooperative:
 - 1. maintains memberships in appropriate safety and job training program;
 - 2. has adopted the Safety Manual published by The Montana Electric Cooperatives' Association and provides a copy of this manual to each employee;
 - 3. provides regular safety meetings and other related instructional and training meetings;
 - 4. provides for attendance at various training schools when such are considered to be beneficial to the employees and the Cooperative;
 - 5. provides for employment entrance physical examinations to ensure that employees are physically capable of performing their duties;
 - 6. trains all employees in the safety practices, procedures, and requirements, pursuant to the OSHA regulations at 29 C.F.R. Part 1910, including applicable emergency procedures, that pertain to their respective job assignments or that are related to their work and are necessary for their safety (see Procedures I-A-7Pa & I-A-7Pb).
- D. Employees are expected to abide by the safety rules and regulations published, copies of which are given to employees.
- E. Any employee violating an established safety practice is subject to disciplinary action, up to

and including termination.

- F. **NOTHING CONTAINED IN THIS POLICY SHALL CONSTITUTE A WAIVER OF ANY RIGHTS OR REMEDIES OF THE COOPERATIVE, ITS OFFICERS, OR AGENTS TO DISCIPLINE, DEMOTE, OR DISMISS ANY OFFICER, AGENT, OR EMPLOYEE FOR WILLFUL OR NEGLIGENT VIOLATION OF ANY COOPERATIVE SAFETY PRACTICES. THE DISCIPLINE PROCEDURES OUTLINED IN THIS POLICY ARE INTENDED AS GUIDELINES ONLY. THE COOPERATIVE IS NOT OBLIGATED TO OBSERVE ANY PARTICULAR SEQUENCE OF DISCIPLINARY ACTIONS, AND AN EMPLOYEE VIOLATING A SAFETY PRACTICE MAY BE IMMEDIATELY TERMINATED AT THE OPTION OF THE COOPERATIVE.**

IV. RESPONSIBILITY:

- A. The General Manager is responsible for administering this Policy.
- B. All employees are required to familiarize themselves with this Policy and to observe the applicable rules outlined in the safety manual, in addition to other specific safety requirements and procedures as management may from time to time establish.

V. APPROVED:



President – Beartooth Electric Cooperative



Secretary – Beartooth Electric Cooperative

Approved: August 13, 2004

Revised: February 24, 2010 (Objec; hereinafter the "Cooperative", Sec III(C)(2): copy to employees, Sec III(C)(6): removed)