

MORA-SAN MIGUEL ELECTRIC COOPERATIVE, INC.
SAFETY REQUIREMENTS
BOARD POLICY NO. 201
Supersedes Policy # 33

SUBJECT: Employee Safety

OBJECTIVES: To assure that employees and others will be safe in the Cooperative's operations and conform with uniform safety standards

POLICY:

Safety among Cooperative employees is recognized as a goal of the Board of Trustees ("Board"). The Board hereby adopts by reference the current Safety Manual produced by the American Public Power Association (APPA) for use in all Cooperative operations.

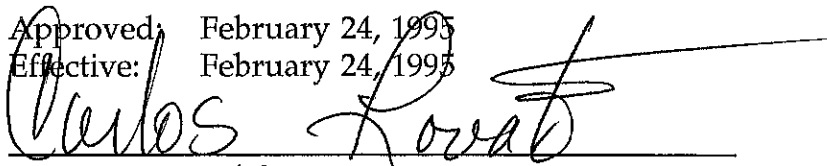
Every employee is issued a copy of the Safety Manual, and is required to read the Manual and conform at all times to its provisions and any subsequent amendments. Employees are likewise required to comply with all other written or oral safety rules or guidelines which they may from time to time receive; and as a condition of continued employment, all employees must immediately correct and/ or report all unsafe acts and unsafe working conditions and immediately report all work related illnesses, injuries, accidents, and incidents. Employees may be required to serve on safety committees including safety investigatory committees as deemed by the Cooperative to be necessary or desirable to promote and maintain on-the-job safety.

It is mandatory that all non-office employees wear hard hats at all times while on the job, any other safety devices that are necessary must be used. Each truck to be equipped with first aid kits, seat belts and snake bite kits. Employees shall not be required to go on service calls at night unless accompanied by a qualified helper/ employee of the Cooperative.

Safety meetings will be held as provided in the then current Agreement between the Cooperative and the International Brotherhood of Electrical Workers ("IBEW"), Local Union 611.

The Board shall be responsible for the enforcement of this policy.

Approved: February 24, 1995
Effective: February 24, 1995



Board Secretary