

**MORA-SAN MIGUEL ELECTRIC COOPERATIVE, INC.**  
**EMPLOYEES ENGAGING IN WIRING AND OTHER**  
**ELECTRICAL INSTALLATIONS**  
**BOARD POLICY NO. 208**  
**Supersedes Policy # 27**

**SUBJECT:** Ban on Cooperative Employees Doing Outside Electrical Work

**OBJECTIVES:** To establish clear guidelines in banning Cooperative employees from engaging in electrical construction work outside their employment

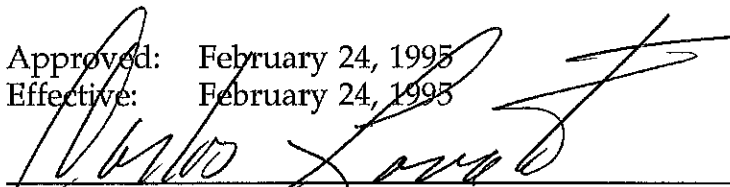
**POLICY:**

It shall be the Policy of the Board of Trustees ("Board") that none of its linemen, electricians and/or other employees shall engage in housewiring or installation work for members of the Cooperative, or others, for pay or otherwise, while employed by the Cooperative. The purpose of this policy is to prevent any incident which might arise from defective workmanship or unapproved materials used in the installation or wiring of premises belonging to the members or others, regardless of whether or not the employee would be working on his own time, where the consumer might feel the Cooperative should be responsible to them for damages.

Therefore, it shall hereafter be the Policy of the Board that no person employed by the Cooperative shall, at any time, engage in the practice of doing housewiring or any other type of electrical installation, either for pay or without pay, while he is employed by the Cooperative. It shall be the responsibility of the Manager and the Line Superintendent to see that this policy is strictly enforced.

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

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

  
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Board Secretary