

**EGYPTIAN ELECTRIC COOPERATIVE ASSOCIATION
POLICY BULLETIN NO. 225**

SUBJECT: FLAME RESISTANT APPAREL

POLICY:

A. Regulations and Company Guidelines

1. This procedure is to provide compliance with Occupational Safety and Health Administration, OSHA, regulation Title 29, CFR 1910.269(l)(6)(iii) governing the apparel worn by employees exposed to flames or electric arcs.
2. Apparel that complies with OSHA Standard 29 CFR Part 1910.269 (1) (6) (iii) must be worn whenever the employee is performing any potential exposure work for EECA or when assisting any other cooperative.
3. An employee is considered "working on or near exposed energized parts" when the employee approaches the exposed energized parts closer than the minimum approach distance set forth in Table R-6 of 29 CFR 1910-269 (Exhibit A).
4. No employee may perform any work exposing the employee to the hazards of flames or electric arcs unless the employee's exposed layer (outer layer) of apparel is either flame resistant or flame-retardant treated.

B. Affected Employees and their Responsibilities

1. All job classifications as agreed upon in Appendix B – Gloving Program for Distribution Cooperative – of the current Local 702 Collective Bargaining Agreement are required to wear FR clothing. Due to the risk of arc exposure in their job functions, Meterman and Assistant Meterman positions shall also be required to adhere to this policy.
2. Employees working in positions with potential for exposure to the hazards of electrical arcs, as described above, shall wear clothing that will not increase the extent of injury. These employees shall wear Flame Resistant (FR) clothing and 100% natural fiber undergarments.
3. Clothing made with acetate, nylon, polyester or rayon fabrics, either alone or in blends, is prohibited, unless it has been treated with flame resistant chemicals and is specifically labeled as such.
4. Garments worn as under layers (underwear) must be of natural fibers or of material which will neither ignite or melt and drip in the course of an exposure to the electric arc and related thermal hazard.
5. During periods of inclement weather, including cold temperature, garments may be used in a layered system for additional thermal insulation. An employee may wear Carharts or similar type cold-weather gear beneath flame resistant or flame-retardant treated outerwear as long as the layer against the skin is 100% natural fiber or is material that is either flame resistant or flame-retardant treated.

C. Clothing Allowance

1. A clothing allowance as agreed upon in Appendix B – Gloving Program for Distribution Cooperative – of the current Local 702 Collective Bargaining Agreement will be granted to all employees covered by this policy.

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2. In the event persons leave the employment of EECA after having received an allowance for uniforms during the 12 month period, he/she will not be required to refund any portion of the allowance or return any of the issued FR clothing.
3. The clothing allowance will be tracked and monitored by the EECA Purchasing Agent or his/her assigned designate.
4. Employees are free to purchase additional FR clothing (in excess of EECA clothing allowance). Any purchase in excess of the EECA clothing allowance will be the responsibility of the individual employee.

D. Responsibility

1. Employees are responsible for insuring that they appear at work daily dressed in the proper FR clothing.
2. Laundering, alterations, and repairs will be the responsibility of the employee. Alterations or repairs shall be made with FR material.
3. Defective or damaged flame resistant apparel shall not be used and should be replaced as needed.
4. Management reserves the right to determine when uniforms are no longer serviceable and should be replaced.
5. Employees will order all FR clothing thru the EECA Purchasing Agent or his/her assigned designate. After an order has been placed, no return will be allowed unless there is a defect in the workmanship of the garment. A catalog of approved items will be supplied to each employee containing all items that can be ordered.
6. EECA will strictly enforce the apparel program. Each affected employee is responsible for compliance with these procedures. Employees who violate any part of this procedure will be subject to disciplinary action.
7. Supervisors are responsible for ensuring compliance of these procedures.
8. The Safety Department will conduct training and monitor compliance.

Adopted: September 25, 2007

Attested: _____
Secretary