

**EGYPTIAN ELECTRIC COOPERATIVE ASSOCIATION  
POLICY BULLETIN NO. 206**

**SUBJECT: CALLING OUT OF EMPLOYEES FOR EMERGENCIES**

**POLICY:**

1. Since the cooperative is in the business of providing electric service to its member-owners on a continuous basis, it will at times be necessary to call employees to work outside of regularly scheduled work hours to restore such service.
2. A management employee shall be available daily to ensure timely restoration of electric service. The management employee will have access to a cellular phone, a laptop/tablet, and a radio. The management employee is required to answer after hours calls. Management employees failing to respond to after hour calls are subject to discipline, up to and including termination.
3. A management employee on outage response duty is authorized to call out the number of construction and maintenance personnel necessary to restore service on a timely basis.
3. Since it is necessary to restore service as soon as possible, employees are expected to report to work when called, unless physically unable to do so. Construction and maintenance personnel are expected to make themselves available during storm periods when it can reasonably be expected that the cooperative may be experiencing problems on its system. Maintenance men shall notify the staff employee on telephone outage duty where they may be reached if they leave home during the time they are expected to handle outages in their area.
4. All construction and maintenance employees are expected to notify the operation/engineering managers, or the ones assigned to act for them when they leave the area of the Cooperative over the weekend or holiday.

Adopted: 7/28/70  
Revised: 8/24/2004  
Revised: 02/20/2018

Attested: Gilbert Kroening, Secretary  
Attested: Paul Hicks, Secretary