

GRAYSON RURAL ELECTRIC COOPERATIVE CORPORATION

BOARD POLICY NO. 509

SUBJECT: SAFETY INCENTIVE

- I. To establish a policy for the employees of GRAYSON RURAL ELECTRIC COOPERATIVE CORPORATION whereby they may earn a paid Safety Incentive on the condition that they, individually do not suffer a from or contribute to or cause a Lost-Time Accident or Disabling Injury during the time period of January 1st through December 31st of each calendar year.
- II. POLICY
 - A. All employees shall participate in the Safety Incentive Program.
 - B. The period of participation shall be from January 1st through December 31st of the calendar year.
 - C. In order to earn the Safety Incentive, employees must not:
 1. Experience a lost-time accident or disabling injury during the designated time period.
 2. Cause or contribute to an accident or disabling accident or injury as a result of violation of a Company rule or policy.
 - D. Accidents or injuries suffered by employees on personal time shall not cause the loss of the Safety Incentive.
 - E. When a Safety Incentive is earned, it shall be awarded by March 1st of the following year.
 - F. The Safety Incentive shall be equivalent to no less than eight (8) hours of pay per employee at their current rate. (This is in keeping with the current policy and does not violate the Union Contract.)
 - G. Any employee who violates this policy will not be eligible for any other safety incentive for the remainder of the year.

The Board may determine an additional incentive based on accident experience for the preceding year and savings to the Cooperative. Staff will present information on any additional incentive to the Board each year at the January Board Meeting and make a recommendation for their consideration.

III. RESPONSIBILITY

It shall be the responsibility of the President and CEO, Manager of Finance and Accounting and the Safety Supervisor to see that this policy is adhered to.

It shall be the responsibility of each and every employee to strive for an accident free year.


Harold Dupuy, Chairman


Billy E. (Eddie) Martin, Secretary/Treasurer

Date Adopted: 2/21/86
Minute Book Page: 1554-1555
Date Revised: 1/26/90
Minute Book Page: 1910-1911
Date Revised: 01/24/97
Minute Book Page: 2856
Date Reviewed: 02/26/04
Minute Book Page: 3584-3585
Date Revised: 12/21/09
Minute Book Page: 4267-4268
Date Reaffirmed: 07/22/11
Minute Book Page: 4445-4446
Date Revised: 07/22/16
Minute Book Page: 5152--5153