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**FALL RIVER RURAL ELECTRIC COOPERATIVE, INC.**

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**GENERAL POLICY No. 417**  
**SUBJECT: PERSONAL PROTECTIVE EQUIPMENT AND**  
**FLAME RESISTANT CLOTHING**

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**I. PURPOSE:**

The purpose of this policy is to establish a comprehensive fire-resistant clothing program to meet the requirements of ASTM F1506, NFPA-70E, OSHA 29 CFR 1910.269, and National Electric Safety Code (NESC), as well as assist in the protection of the Cooperative's employees from injury or death. All covered employees shall follow the policy and procedures detailed in this policy.

**II. DEFINITIONS:**

- A. Covered Employees: Covered employees are all full-time employees that are qualified under OSHA 29 CFR 1910.269 that may be exposed to energized parts covered by the NESC. Other employees may be classified as "Covered Employees" for the purpose of this policy.
- B. Fire Resistant Clothing: Fire Resistant Clothing (FR Clothing) is clothing provided by the Cooperative that is designed to stop burning once the source of ignition, either flame or electrical arc, is removed or extinguished.
- C. Personal Protective Equipment: Personal Protective Equipment (PPE) includes but is not limited to those items listed in Exhibit "A" as attached to and incorporated in this policy.
- D. Replacement Climbing Ensemble: The Replacement Climbing Ensemble will include a lineman's climbing belt, positioning strap, and climbers including pads and top straps approved by the Operations Manager.

**III. PROCEDURE:**

The Cooperative, at its expense and in accordance with the provisions of this

procedure, will provide all covered employees with PPE including FR Clothing to meet the requirements of ASTM F1506, NFPA-70E, OSHA 29 CFR 1910.269, and NESC.

E. Personal Protective Equipment

1. Employees are required to wear and use PPE as necessary in support of safe work Safety Manual, and any other applicable standard.
2. The Cooperative will provide and replace PPE (except for Replacement Climbing Ensemble, and FR Clothing) as required and at no charge to the employee. The Replacement Climbing Ensemble and FR Clothing will be provided and replaced as provided for in Sections 2 & 3 in this policy.
3. Employees will be responsible for the proper care and use of all PPE provided by the Cooperative.

F. Replacement Climbing Ensemble

1. Upon initial hiring by the Cooperative, Journeymen and Apprentice Linemen shall furnish a climbing ensemble at their cost.
2. With the prior approval of the Manger of Operations and as needed, the Cooperative, at its cost, will replace the employees' climbing ensemble or parts thereof with a Replacement Climbing Ensemble or parts thereof.
3. Employees may upgrade the Replacement Climbing Ensemble or parts thereof; however, the cooperative may require that the additional cost of the upgrade be paid for by the employee.

G. Fire Resistant Clothing:

1. A starter FR clothing kit will be provided, consisting of:
  - 5 long sleeve shirts
  - 1 winter jacket
  - 1 pair winter coveralls

2. Employees shall wear the Cooperative issued "FR" clothing during working hours. Additionally, covered employees shall wear FR clothing buttoned at the neck with sleeves fully extended and buttoned when working within the flash protection boundary (10' from exposed live parts) (as defined in 29 CFR 1910.269(1)(2) and tables R6- R10) and when climbing energized poles or working on energized conductors from a bucket truck.
3. Employees may remove FR clothing (shirt) if 100% cotton undergarment is worn and the working conditions warrant it, i.e. no potential of being within the flash protection boundary.
4. In addition, covered employees are required to wear 100% cotton heavy weight jeans or pants (11 oz. or greater recommended) or FR rated pants which are provided by the Cooperative.
5. The Cooperative will also provide each covered employee with a set of FR rain gear as recommended by Management and the Safety Compliance Committee and as approved by the Operations Manager.
6. Cooperative issued FR Clothing shall be worn for Cooperative related work only and not for personal use. All Cooperative issued FR Clothing remains the property of the Cooperative and the Cooperative may request its return upon termination or retirement of the covered employee.
7. The Cooperative is not required to replace FR Clothing or rain gear that is damaged or lost due to the negligence or abuse by the Covered Employee.
8. All clothing shall be either "FR" rated or 100% natural fiber and will not contain silk screens or similar applications. In accordance with OSHA guidelines, clothing made from the following types of fabrics, either alone or in blends, is prohibited, unless it can be

demonstrated that the fabric has been treated to withstand the conditions that may be encountered or that the clothing is worn in such a manner as to eliminate the hazard involved: acetate, nylon, polyester, rayon.

9. In addition, covered employees are required to be familiar with and follow the recommendations of the Cooperative ARC Flash Assessment.

#### **IV. REPLACEMENT:**

- A. Cooperative issued FR clothing will be added to or replaced at the Cooperative's expense with prior approval of the department manager. Items will only be replaced due to normal wear and tear. Each covered employee will be allowed five replacement FR shirts each year, replacement outer wear (coats, coveralls) every three years, and rain gear as needed. All clothing will be ordered by the Cooperative with the Fall River Electric logo.
- B. It is the responsibility of the employee to replace lost, stolen or abused FR clothing.

#### **V. REPAIR AND LAUNDERING:**

- A. Repair of FR Clothing shall be done by the manufacturer at the Cooperative's expense for normal wear and tear. Minor repairs that do not affect the integrity of the garment may be made using the repair kits available from the manufacturer.
- B. Wash FR clothing as prescribed on the label of the clothing by the manufacturer. The use of chlorine bleach and fabric softener can damage FR materials and should be avoided.
- C. Not following the manufacturer's instructions for laundering or care will be considered abuse.

VI. **RESPONSIBILITY:**

The CEO/General Manager is responsible for seeing that the provisions of this policy are carried out.

VII. **PRIMACY OF POLICY:**

This policy supersedes any existing policy or policies that may be in conflict with the provisions of this policy.

APPROVED BY THE CEO/GENERAL MANAGER



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Bryan Case, CEO/GM

DATE APPROVED: June 20, 2002

DATE REVISED: July 24, 2017

November 18, 2019

May 24, 2024

## **Exhibit "A"**

Personal Protective Equipment

Chaps - chainsaw

Fall Protection – harness, lanyard

Fire Resistant Clothing

Hardhat

Hearing Protection

Helmets – ATV and Snowmobile

Reflective Work Vests

Replacement Climbing Ensembles

Respiratory Protection

Rubber Insulated Gloves and Protectors

Safety Glasses

Toe Protection/Metatarsal Guards (Clam Shells)

Welding PPE